



Information and Technology for Better Decision Making

2005 Workplace and Equal Opportunity Survey of Active-Duty Members

Tabulations of Responses Volume 2 Coast Guard Members

Additional copies of this report may be obtained from:

Defense Technical Information Center

ATTN: DTIC-BRR

8725 John J. Kingman Rd., Suite #0944

Ft. Belvoir, VA 22060-6218

Or from:

<http://www.dtic.mil/dtic/order.html>

Ask for report by ADA 491 876

**2005 WORKPLACE AND
EQUAL OPPORTUNITY SURVEY
OF ACTIVE-DUTY MEMBERS:
TABULATIONS OF RESPONSES
VOLUME 2
COAST GUARD MEMBERS**

**Defense Manpower Data Center
Human Resources Strategic Assessment Program
1600 Wilson Boulevard, Suite 400, Arlington, VA 22209-2593**

Acknowledgments

Defense Manpower Data Center (DMDC) is indebted to numerous people for their assistance with the 2005 Workplace and Equal Opportunity Survey of Active-Duty Members, which was conducted on behalf of the Office of the Under Secretary of Defense for Personnel and Readiness (OUSD[P&R]). DMDC's survey program is conducted under the leadership of Timothy Elig, Director, *Human Resources Strategic Assessment Program* (HRSAP).

Policy officials contributing to the development of this survey include: James Love and Jerry Anderson (Office of the Deputy Under Secretary of Defense for Equal Opportunity) and Arthur Cresce and Angela Brittingham (U.S. Census Bureau). Other important contributors to survey development include researchers from the University of Illinois at Urbana-Champaign, including Louise Fitzgerald, Fritz Drasgow, and Alayne Ormerod. The survey design also benefited greatly by the pioneer work on the 1996 Equal Opportunity Status of the Armed Forces Survey. Major contributors to that survey included Jacquelyn Randolph, Scott Button, Jack Edwards, and Anita Lancaster.

DMDC's Program Evaluation Branch under the guidance of Brian Lappin, Branch Chief, is responsible for the development of the questionnaires in DMDC's survey program. The lead analyst on this survey was Rachel Lipari, Human Relations Survey Team Leader. In addition, she designed the unique presentation of complex items used in this tabulation volume. She was supported in these efforts by Ken Matos, Consortium Research Fellow.

DMDC's Personnel Survey Branch, under the guidance of Jean Fowler, Branch Chief, is responsible for developing the sampling and weighting methods used in the survey program and survey database construction and archiving. The lead operations analyst on this survey Carole Massey, supported by Emma Holland. Carla Scanlan used the DMDC Sampling Tool to plan the sample. Owen Hung, SRA International, Inc., used DMDC's Statistical Analysis Macros to calculate the estimates presented in this tabulation volume. Susan Reinhold and Carole Massey, DMDC, and Deborah West, Northrup Grumman Corporation, provided programming support for the sampling and weighting tasks. Data Recognition Corporation (DRC) performed data collection and editing. WESTAT, Inc. created the sample weights for the survey data.

DMDC's Survey Technology Branch, under the guidance of James Caplan, Branch Chief, is responsible for the distribution of datasets outside of DMDC and maintaining records on compliance with the Privacy Act and 32 CFR 219.

Jacqueline Malone, SRA International, Inc., formatted and assembled this tabulation volume using DMDC's Survey Reporting Tool. A tabulation volume for active-duty DoD members with additional reporting categories is also available (DMDC, 2007). A team consisting of Rachel Lipari and Ken Matos completed quality control for this tabulation.

Table of Contents

	<u>Page</u>
Introduction to the Survey	1
Survey Content.....	1
Population and Reporting Categories.....	2
Survey Methodology	3
Tabulation Procedures	5
Paper and Web Survey Comparability	6
Combining Information From Multiple Items.....	6
Overview of Composite Measures of Incident Rates of Race/Ethnicity- Related Harassment and Discrimination	9
Composite Measures for Comparisons to 1996 Results	11
Margins of Error.....	13
References.....	14
Tabulations of Responses.....	15
Survey Instrument.....	395

List of Tabulations by Question Number

<u>Question</u>	<u>Page</u>
YOUR BACKGROUND	
2. In what Service were you on active duty on January 24, 2005?	16
3. Are you {Male} {Female}?.....	17
4. What is your current paygrade?	18
5. Are you Spanish/Hispanic/Latino?.....	19
6. What is your race?	20
8. What is the highest degree or level of school that you have completed?	21
FAMILY AND HOUSEHOLD INFORMATION	
9. What is your marital status?	22
10. How many years have you been married to your current spouse? If you are not married, how long have you been in a relationship with your current significant other (that is, girlfriend or boyfriend)?	23

11.	Is your spouse/significant other Spanish/Hispanic/Latino?	24
12.	What race is your spouse/significant other?	25
13.	Do you have a child, children, or other legal dependents based on the definition above?	26

SATISFACTION AND RETENTION INTENTION

14.	In general, has your life been better or worse than you expected when you first entered the military?.....	27
15.	In general, has your work been better or worse than you expected when you first entered the military?.....	28
16.	Suppose that you have to decide whether to stay on active duty. Assuming you could stay, how likely is it that you would choose to do so?	29
17.	Does your spouse or significant other think you should stay on or leave active duty?	30
18.	Does your family think you should stay on or leave active duty?.....	31
19.	How many years of active-duty service have you completed (including enlisted, warrant officer, and commissioned officer time)?	32
20.	Do you have children aged 10 or older with whom you talk about careers, jobs, and education?	33
21.	When you talk with your children about their future, do you encourage them to consider the military?.....	34
22.	If you had a close personal friend considering active-duty military service, would you recommend that he/she join?	35
23.	Are you currently in a military work environment where members of your race/ethnicity are uncommon?.....	36
24.	Overall, how satisfied are you with the military way of life?	37
25.	How much do you agree or disagree with each of the following statements?	38
a.	I enjoy serving in the military.....	38
b.	Serving in the military is consistent with my personal goals.....	39
c.	If I left the military, I would feel like I'm starting all over again.....	40
d.	I would feel guilty if I left the military	41
e.	Generally, on a day-to-day basis, I am happy with my life in the military	42
f.	It would be difficult for me to leave the military and give up the benefits that are available in the Service	43

g.	I would not leave the military right now because I have a sense of obligation to the people in it	44
h.	I really feel as if the military's values are my own	45
i.	I would have difficulty finding a job if I left the military.....	46
j.	Generally, on a day-to-day basis, I am proud to be in the military	47
k.	If I left the military, I would feel like I had let my country down	48
l.	I continue to serve in the military because leaving would require considerable sacrifice	49
m.	I feel like being a member of the military can help me achieve what I want in life	50
n.	One of the problems with leaving the military would be the lack of available alternatives	51
o.	I am committed to making the military my career	52
p.	My Service's evaluation/selection system is effective in promoting its best members	53
q.	I am proud to tell others that I am a member of my Service	54
25.	Affective Commitment scale: Constructed from Q25a, Q25b, Q25e, Q25h, Q25j, and Q25m. Affective Commitment can be defined as an emotional attachment to, an identification with, and an involvement in an organization.....	55
25.	Continuance Commitment scale: Constructed from Q25c, Q25f, Q25i, Q25l, and Q25n. Continuance Commitment can be defined as an attachment based on the perceived costs of leaving an organization	56
25.	Normative Commitment scale: Constructed from Q25d, Q25g, and Q25k. Normative Commitment can be defined as a sense of obligation to remain in an organization	57

YOUR MILITARY WORKPLACE

26.	Where is your permanent duty station located?	58
27.	Where do you live at your permanent duty station?	59
28.	In the past 12 months, how many nights have you been away from your permanent duty station because of your military duties?.....	60
29.	Since September 11, 2001, have you been deployed for any of the following operations?.....	61
30.	Have you been deployed to a combat zone or an area where you drew imminent danger or hostile fire pay since September 11, 2001?.....	62

31.	How many days have you been deployed to a combat zone or an area where you drew imminent danger or hostile fire pay since September 11, 2001?	63
32.	Are you currently on a deployment of 30 days or more?	64
33.	What is the paygrade of your immediate supervisor in your current military work group?	65
34.	Is your immediate supervisor in your current military work group Spanish/Hispanic/Latino? Constructed from Q34	66
34.	What is the race/ethnic background of your immediate supervisor in your current military work group?	67
35.	How much do you agree or disagree with the following statements about your supervisor?	68
a.	You trust your supervisor	68
b.	Your supervisor ensures that all assigned personnel are treated fairly	69
c.	There is very little conflict between your supervisor and the people who report to him/her	70
d.	Your supervisor evaluates your work performance fairly	71
e.	Your supervisor assigns work fairly in your work group	72
f.	You are satisfied with the direction/supervision you receive	73
35.	Supervisor Satisfaction scale: Constructed from Q35a-f. Supervisor Satisfaction assess the level of agreement that supervisors are trustworthy, equitable, and fair in evaluations and delegating assignments	74
36.	In your opinion, have you had a mentor while in the military?	75
37.	How much do you agree or disagree with the following statements about the people you work with at your workplace?	76
a.	There is very little conflict among your coworkers	76
b.	Your coworkers put in the effort required for their jobs	77
c.	The people in your work group tend to get along.....	78
d.	The people in your work group are willing to help each other	79
e.	You are satisfied with the relationships you have with your coworkers	80
f.	You put more effort into your job than your coworkers do.....	81
37.	Coworker Satisfaction scale: Constructed from Q37a-e. Coworker Satisfaction can be defined as satisfaction with coworker conflicts,	

	coworker work effort, work group compatibility, and helpfulness of coworkers	82
38.	How much do you agree or disagree with the following statements about your workplace?	83
a.	I know what is expected of me at work	83
b.	I have the materials and equipment I need to do my work right.....	84
c.	At work, I have the opportunity to do what I do best every day.....	85
d.	In the last 7 days, I have received recognition or praise for doing good work	86
e.	My supervisor, or someone at work, seems to care about me as a person.....	87
f.	There is someone at work who encourages my development	88
g.	At work, my opinions seem to count	89
h.	The mission/purpose of my Service makes me feel my job is important.....	90
i.	My coworkers are committed to doing quality work	91
j.	I have a best friend at work.....	92
k.	In the last 6 months, someone at work has talked to me about my progress.....	93
l.	This last year, I have had opportunities at work to learn and to grow.....	94
m.	At my workplace, a person's job opportunities and promotions are based only on work-related characteristics.....	95
n.	My supervisor helps everyone in my work group feel included.....	96
o.	I trust my supervisor to deal fairly with issues of equal treatment at my workplace.....	97
p.	At my workplace, all employees are kept well informed about issues and decisions that affect them	98
39.	How much do you agree or disagree with the following statements about the work you do at your workplace?	99
a.	Your work provides you with a sense of pride	99
b.	Your work makes good use of your skills.....	100
c.	You like the kind of work you do	101
d.	Your job gives you the chance to acquire valuable skills	102
e.	You are satisfied with your job as a whole.....	103

39.	Work Satisfaction scale: Constructed from Q39a-d. Work Satisfaction can be defined as a sense of pride, use of skills, work enjoyment, and the opportunity to acquire valuable skills	104
40.	Overall, how well prepared	105
a.	Are you to perform your wartime job?	105
b.	Is your unit to perform its wartime mission?	106
41.	How would you rate	107
a.	Your current level of morale?	107
b.	The current level of morale in your unit?	108
42.	How much do you agree or disagree with the following statements about your unit?	109
a.	Service members in your unit really care about each other	109
b.	Service members in your unit work well as a team	110
c.	Service members in your unit pull together to get the job done	111
d.	Service members in your unit trust each other	112
42.	Unit Cohesion: Constructed from Q42a-d. Unit Cohesion can be defined as affective ties within a small group that sustain member's commitment to each other, their unit, and their mission	113

STRESS, HEALTH, AND WELL-BEING

43.	In the past month, how often have you	114
a.	Been upset because of something that happened unexpectedly?	114
b.	Felt that you were unable to control the important things in your life?	115
c.	Felt nervous and stressed?	116
d.	Felt confident about your ability to handle your personal problems?	117
e.	Felt that things were going your way?	118
f.	Found that you could not cope with all of the things you had to do? ...	119
g.	Been able to control irritations in your life?	120
h.	Felt that you were on top of things?	121
i.	Been angered because of things that were outside of your control? ..	122
j.	Felt difficulties were piling up so high that you could not overcome them?	123

43. Perceived Stress scale: Constructed from Q43a-j. Perceived Stress can be defined as Service members' stress levels, measured by emotional experiences/reactions in the month prior to taking the survey 124
44. How true or false is each of the following statements for you? 125
- a. I am as healthy as anybody I know 125
 - b. I seem to get sick a little easier than other people 126
 - c. I expect my health to get worse 127
 - d. My health is excellent 128
44. General Health scale: Constructed from Q44a-d. The General Health scale is designed to provide a self-assessment of overall physical well-being 129

PERSONAL EXPERIENCES

45. How frequently during the past 12 months have you been in circumstances where you thought military personnel (on or off duty, on or off installation) and/or Service/DoD civilian employees and/or contractors (on or off installation) 130
- a. Made unwelcome attempts to draw you into an offensive discussion of racial/ethnic matters? 130
 - b. Told stories or jokes which were racist or depicted your race/ethnicity negatively? 131
 - c. Were condescending to you because of your race/ethnicity? 132
 - d. Put up or distributed materials (for example, pictures, leaflets, symbols, graffiti, music, stories) which were racist or showed your race/ethnicity negatively? 133
 - e. Displayed tattoos or wore distinctive clothes which were racist? 134
 - f. Did not include you in social activities because of your race/ethnicity? 135
 - g. Made you feel uncomfortable by hostile looks or stares because of your race/ethnicity? 136
 - h. Made offensive remarks about your appearance (for example, about skin color) because of your race/ethnicity? 137
 - i. Made remarks suggesting that people of your race/ethnicity are not suited for the kind of work you do? 138
 - j. Made other offensive remarks about your race/ethnicity (for example, referred to your race/ethnicity with an offensive name)? 139
 - k. Vandalized your property because of your race/ethnicity? 140

l.	Made you feel threatened with retaliation if you did not go along with things that were racially/ethnically offensive to you?	141
m.	Physically threatened or intimidated you because of your race/ethnicity?.....	142
n.	Assaulted you physically because of your race/ethnicity?	143
o.	Bothered or hurt any of your family in the ways listed above because of your or your family's race/ethnicity?	144
46.	How frequently during the past 12 months have you been in circumstances where you thought civilians in the local community around an installation.....	145
a.	Made unwelcome attempts to draw you into an offensive discussion of racial/ethnic matters?	145
b.	Told stories or jokes which were racist or depicted your race/ethnicity negatively?.....	146
c.	Were condescending to you because of your race/ethnicity?	147
d.	Put up or distributed materials (for example, pictures, leaflets, symbols, graffiti, music, stories) which were racist or showed your race/ethnicity negatively?.....	148
e.	Displayed tattoos or wore distinctive clothes which were racist?	149
f.	Did not include you in social activities because of your race/ethnicity?.....	150
g.	Made you feel uncomfortable by hostile looks or stares because of your race/ethnicity?	151
h.	Made offensive remarks about your appearance (for example, about skin color) because of your race/ethnicity?	152
i.	Made remarks suggesting that people of your race/ethnicity are not suited for the kind of work you do?	153
j.	Made other offensive remarks about your race/ethnicity (for example, referred to your race/ethnicity with an offensive name)?	154
k.	Vandalized your property because of your race/ethnicity?.....	155
l.	Made you feel threatened with retaliation if you did not go along with things that were racially/ethnically offensive to you?	156
m.	Physically threatened or intimidated you because of your race/ethnicity?.....	157
n.	Assaulted you physically because of your race/ethnicity?	158
o.	Bothered or hurt any of your family in the ways listed above because of your or your family's race/ethnicity?	159

47.	During the past 12 months, did any of the following happen to you? If it did, do you believe your race/ethnicity was a factor?	160
a.	You were rated lower than you deserved on your last evaluation.....	160
b.	Your last evaluation contained unjustified negative comments.....	161
c.	You were held to a higher performance standard than others	162
d.	You did not get an award or decoration given to others in similar circumstances.....	163
e.	Your current assignment has not made use of your job skills	164
f.	You were not able to attend a major school needed for your specialty.....	165
g.	You did not get to go to short (1- to 3-day) courses that would provide you with needed skills	166
h.	You received lower grades than you deserved in your training	167
i.	You did not get a job assignment that you wanted because of scores that you got on tests.....	168
j.	Your current assignment is not good for your career if you continue in the military	169
k.	You did not receive day-to-day, short-term tasks that would help you prepare for advancement.....	170
l.	You did not have a professional relationship with someone who advised (mentored) you on career development or advancement.....	171
m.	You did not learn until it was too late of opportunities that would help your career.....	172
n.	You were unable to get straight answers about your promotion possibilities	173
o.	You or your family were discriminated against when seeking non-government housing	174
p.	You or your family were made to feel unwelcome by a local business (for example, a store or restaurant)	175
q.	You or your family did not get appropriate medical care	176
r.	You or your family got poorer military support service (for example, at commissaries, exchanges, clubs, and rec centers) than others did.....	177
s.	You were excluded by your peers from social activities.....	178
t.	Local civilian police harassed you or your family without cause	179
u.	You or your family were watched more closely than others were by armed forces police	180

v.	You were taken to nonjudicial punishment or court martial when you should not have been.....	181
w.	You were punished for something that others did without being punished	182
x.	You were afraid for you or your family to go off the installation because of gang activity	183
y.	You were afraid for you or your family to go off the installation for other reasons.....	184
z.	You were afraid for you or your family because of gang activity on the installation	185
48.	Have you or your family had other bad, race/ethnic-related experiences during the past 12 months--experiences related to your job, an installation/ship, or a community around an installation?.....	186
48.	Incident: Constructed to be similar to the 1996 Equal Opportunity Survey from Q45a-o, Q46a-o, Q47a-z, and Q48. Incident is a global measure reflecting whether members indicated they or their families experienced any type of bothersome race/ethnic-related behaviors or situations.....	187
48.	Member Incident - DoD Trend Measure: Constructed to be similar to the 1996 Equal Opportunity Survey from Q45a-n, Q47a-n, Q47s, and Q47v-w. Member Incident - DoD reflects whether members indicated that they personally experienced race/ethnicity-related insensitivity, threats, actual harm, or discrimination from another military member or a DoD civilian.....	188
48.	Offensive Encounters - DoD Trend Measure: Constructed to be similar to the 1996 Equal Opportunity Survey from Q45a-j. Offensive Encounters reflects whether members indicated they experienced situations in which other DoD personnel engaged in racially/ethnically insensitive behavior that caused them discomfort or was insulting.....	189
48.	Threat/Harm - DoD Trend Measure: Constructed to be similar to the 1996 Equal Opportunity Survey from Q45k-n. Threat/Harm can be defined as perceptions of threat, vandalism, and assault stemming from members' race/ethnicity and caused by DoD personnel.....	190
48.	Assignment/Career Trend Measure: Constructed to be similar to the 1996 Equal Opportunity Survey from Q47e, Q47j-n, and Q47s. Assignment/Career reflects the extent to which members believe an aspect of their current assignment or career progression was hampered because of their race/ethnicity	191
48.	Evaluation Trend Measure: Constructed to be similar to the 1996 Equal Opportunity Survey from Q47a-d. Evaluation reflects members' perceptions that race/ethnicity influenced some aspect of their performance evaluation	192

48.	Training/Test Scores Trend Measure: Constructed to be similar to the 1996 Equal Opportunity Survey from Q47f-i. Training/Test Scores reflects the extent to which members believed their race/ethnicity influenced the availability of training and the assignment of training scores/grades.....	193
48.	Punishment Trend Measure: Constructed to be similar to the 1996 Equal Opportunity Survey from Q47v-w. Punishment reflects members' perceptions that race/ethnicity influenced whether and how they were punished.....	194
48.	Member Incident - Community Trend Measure: Constructed to be similar to the 1996 Equal Opportunity Survey from Q46a-n. Member Incident - Community can be defined as members who personally experienced race/ethnicity-related insensitivity, threats, actual harm, or discrimination from civilians in the community near their installation.....	195
48.	Offensive Encounters - Community Trend Measure: Constructed to be similar to the 1996 Equal Opportunity Survey from Q46a-j. Offensive Encounters - Community can be defined as situations in which members indicated that civilians in the community engaged in racially/ethnically insensitive behavior that caused them discomfort or was insulting	196
48.	Threat/Harm - Community Trend Measure: Constructed to be similar to the 1996 Equal Opportunity Survey from Q46k-n. Threat/Harm - Community can be defined as perceptions of threat, vandalism, and assault stemming from members' race/ethnicity and caused by a civilian in the community near the installation	197
48.	Member/Family Incident Trend Measure: Constructed to be similar to the 1996 Equal Opportunity Survey from Q45o, Q46o, Q47o-r, Q47t, Q47u, and Q47x-z. Member/Family reflects whether members indicated that either they or their family experienced any of three types of racial/ethnic insensitivity, harassment, or discrimination from DoD personnel or civilians in the local community	198
48.	Member/Family Services Trend Measure: Constructed to be similar to the 1996 Equal Opportunity Survey from Q47o-r, Q47t, and Q47u. Member/Family Services reflects whether members believed that they were or their family was treated differently because of their race/ethnicity by local businesses, by civilian or Armed Forces police, or by military medical or support services.....	199
48.	Member/Family Fears Trend Measure: Constructed to be similar to the 1996 Equal Opportunity Survey from Q47x-z. Member/Family Fears reflects whether members indicated that either they or their family were afraid to be on or off the installation because of gang activity or for other reasons.....	200
48.	Member/Family Miscellaneous Trend Measure: Constructed to be similar to the 1996 Equal Opportunity Survey from Q45o, Q46o, and Q48.	

	Member/Family Miscellaneous reflects whether members indicated that they or their family had any other race/ethnic-related experiences involving DoD personnel or civilians in the local community.....	201
48.	Combinations of Race/Ethnic-Related Harassment and Discrimination Behaviors: Constructed to be similar to the 1996 Equal Opportunity Survey from Q45a-o, Q46a-o, and Q47a-z.....	202
49.	Would you say that you or your family experienced racial/ethnic harassment or discrimination in what you said happened in the Personal Experiences questions?	203
49.	Member Experiences of Harassment/Discrimination in the DoD Community: Constructed from Q45a-n, Q47a-n, Q47s, Q47v-w, and Q49. Member Incident - DoD reflects whether members indicated that they personally experienced race/ethnicity-related insensitivity, threats, actual harm, or discrimination from another military member or a DoD civilian.....	204
49.	Offensive Encounters With Military Personnel, DoD/Service Employees and/or Contractors: Constructed from Q45a-j and Q49. Offensive Encounters reflects whether members indicated they experienced situations in which other DoD personnel engaged in racially/ethnically insensitive behavior that caused them discomfort or was insulting.....	205
49.	Harm or Threat of Harm from Military Personnel, DoD/Service Employees and/or Contractors: Constructed from Q45k-n and Q49. Threat/Harm can be defined as perceptions of threat, vandalism, and assault stemming from members' race/ethnicity and caused by DoD personnel.....	206
49.	Assignment/Career Discrimination: Constructed from Q47e, Q47j-n, Q47s, and Q49. Assignment/Career reflects the extent to which members believe an aspect of their current assignment or career progression was hampered because of their race/ethnicity	207
49.	Evaluation Discrimination: Constructed from Q47a-d and Q49. Evaluation reflects members' perceptions that race/ethnicity influenced some aspect of their performance evaluation	208
49.	Training/Test Scores Discrimination: Constructed from Q47f-i and Q49. Training/Test Scores reflects the extent to which members believed their race/ethnicity influenced the availability of training and the assignment of training scores/grades	209
49.	Undue Punishment: Constructed from Q47v-w and Q49. Punishment reflects members' perceptions that race/ethnicity influenced whether and how they were punished.....	210
49.	Member Experiences of Harassment/Discrimination in the Civilian Community: Constructed from Q46a-n and Q49. Member Incident - Community can be defined as members who personally experienced	

	race/ethnicity-related insensitivity, threats, actual harm, or discrimination from civilians in the community near their installation.....	211
49.	Offensive Encounters With Civilians Around an Installation: Constructed from Q46a-j and Q49. Offensive Encounters - Community can be defined as situations in which members indicated that civilians in the community engaged in racially/ethnically insensitive behavior that caused them discomfort or was insulting	212
49.	Harm or Threat of Harm from Civilians Around an Installation: Constructed from Q46k-n and Q49. Threat/Harm - Community can be defined as perceptions of threat, vandalism, and assault stemming from members' race/ethnicity and caused by a civilian in the community near the installation	213
49.	Member or Family Experiences of Racial/Ethnic Insensitivity, Harassment, or Discrimination: Constructed from Q45o, Q46o, Q47o-r, Q47t, Q47u, Q47x-z, and Q49. Member/Family reflects whether members indicated that either they or their family experienced any of three types of racial/ethnic insensitivity, harassment, or discrimination from DoD personnel or civilians in the local community	214
49.	Discrimination by Service Providers: Constructed from Q47o-r, Q47t, Q47u, and Q49. Member/Family Services reflects whether members believed that they were or their family was treated differently because of their race/ethnicity by local businesses, by civilian or Armed Forces police, or by military medical or support services	215
49.	Safety Concerns: Constructed from Q47x-z and Q49. Member/Family Fears reflects whether members indicated that either they or their family were afraid to be on or off the installation because of gang activity or for other reasons	216
49.	Other Racial/Ethnic-Related Experiences: Constructed from Q45o, Q46o, Q48, and Q49. Member/Family Miscellaneous reflects whether members indicated that they or their family had any other race/ethnic-related experiences involving DoD personnel or civilians in the local community	217
49.	Combinations of Race/Ethnic-Related Harassment and Discrimination Behaviors: Constructed from Q45a-o, Q46a-o, Q47a-z, and Q49.....	218
50.	Do you think that DoD and your Service have a responsibility to prevent the racial/ethnic harassment or discrimination which you marked as happening to you or your family?	219

ONE SITUATION OF RACE/ETHNIC-RELATED EXPERIENCES

51.	Which of the following best describe(s) the situation that during the past 12 months has bothered you most?	220
-----	---	-----

a.	Offensive encounters with military personnel, DoD/Service employees and/or contractors (for example, your exposure to offensive race/ethnic-related speech, pictures/printed material, non-verbal looks, or dress)	220
b.	Offensive encounters with civilians around your installation (for example, your exposure to offensive race/ethnic-related speech, pictures/printed material, non-verbal looks, or dress)	221
c.	Harm or threat of harm from military personnel, DoD/Service employees and/or contractors (for example, your experience(s) of race/ethnic-related threats, intimidation, vandalism, or physical assault)	222
d.	Harm or threat of harm from civilians around your installation (for example, your experience(s) of race/ethnic-related threats, intimidation, vandalism, or physical assault)	223
e.	Assignment/career discrimination (for example, your experience(s) of racial/ethnic discrimination in assignments, daily tasks, availability of mentorship, access to information about career opportunities or promotion potential)	224
f.	Evaluation discrimination (for example, your experience(s) of race/ethnic-motivated negative evaluations, differences in performance standards, and distribution of awards/decorations)	225
g.	Undue punishment (for example, your experience(s) of nonjudicial punishment, or additional punishment(s) because of your race/ethnicity)	226
h.	Training/testing discrimination (for example, your experience(s) of unfair training scores, and/or lack of access to schools/training because of your race/ethnicity)	227
i.	Discrimination by service providers (for example, your or your family's experience(s) of race/ethnic-motivated poorer customer service in civilian/military stores, lack of access to non-governmental housing, and scrutiny from civilian/military police)	228
j.	Safety concerns (for example, your or your family's safety fears on- or off-installation of gang activity or safety fears motivated by other reasons)	229
k.	Other race/ethnic-related experiences (for example, any other ways in which you or your family have been bothered/hurt by military personnel, DoD/Service employees and/or contractors, and/or civilians around your installation)	230
52.	Would you say that you and/or your family experienced racial/ethnic harassment or discrimination in what you said happened in the situation that bothered you most?	231

53.	To what extent was this situation.....	232
a.	Annoying?.....	232
b.	Offensive?	233
c.	Disturbing?	234
d.	Threatening?	235
e.	Disillusioning?.....	236
54.	Who experienced this situation?.....	237
55.	Where and when did this situation occur?	238
a.	At a military installation	238
b.	At your military work (the place where you perform your military duties).....	239
c.	During duty hours	240
d.	In a work environment where members of your racial/ethnic background are uncommon	241
e.	While you were deployed.....	242
f.	In the local community around an installation	243
g.	At your current permanent duty station.....	244
56.	Do you know who did it?.....	245
57.	Did more than one person do it?	246
58.	What was the gender of the person(s)?	247
59.	What was the race/ethnic background of the person(s) who did it?	248
a.	White	248
b.	Black or African American	249
c.	American Indian or Alaska Native.....	250
d.	Asian (for example, Asian Indian, Chinese, Filipino, Japanese, Korean, or Vietnamese).....	251
e.	Native Hawaiian or other Pacific Islander (for example, Samoan, Guamanian or Chamorro).....	252
f.	Spanish/Hispanic/Latino	253
60.	Was the person(s) who did it	254
a.	Your immediate supervisor?	254
b.	Your unit commander?	255
c.	Other military person(s) of higher rank/grade than you?.....	256
d.	Your military coworker(s)?	257

e.	Your military subordinate(s)?	258
f.	Other military person(s)?	259
g.	DoD/Service civilian employee(s)?	260
h.	DoD/Service civilian contractor(s)?	261
i.	Person(s) in the local community	262
60.	Organizational Affiliation: Constructed from Q60a-i to show the military/civilian affiliation of the person(s) involved	263
61.	During the course of the situation you have in mind, how often did the event(s) occur?	264
62.	How long did this situation last, or if continuing, how long has it been going on?	265
63.	As a result of the situation, did you {Subitems a-f}	266
63.	As a result of the situation, did you {Subitems g-k}.....	267
64.	Did the situation involve only civilians in the local community around an installation?.....	268
65.	Did you report the situation to any civilian community officials, offices, or courts?.....	269
66.	Did you discuss/report this situation to any installation/Service/DoD individuals or organizations?	270
66.	To whom did you report this situation? Constructed from Q65 and Q66	271
67.	Did you report this situation to any of the following installation/Service/DoD individuals or organizations?	272
a.	Your immediate supervisor	272
b.	Someone else in your chain-of-command.....	273
c.	Someone in the chain-of-command of the person(s) who did it	274
d.	Special military office responsible for handling these kinds of complaints (for example, Military Equal Opportunity or Civil Rights Office)	275
e.	Other person or office with responsibility for follow-up.....	276
f.	Chaplain, counselor, ombudsman, or health care provider.....	277
68.	What actions were taken in response to your report?.....	278
a.	Person(s) who bothered you was/were talked to about the behavior	278
b.	Your complaint was/is being investigated	279
c.	The situation was resolved informally	280

d.	The rules on harassment and discrimination were explained to everyone in the unit/office/place where the problem had occurred	281
e.	You were encouraged to drop the complaint	282
f.	Your complaint was discounted or not taken seriously	283
g.	Members of your chain-of-command were hostile toward you.....	284
h.	Your coworkers were hostile toward you	285
i.	No action was taken	286
j.	You do not know what action was taken.....	287
69.	How satisfied are you with the following aspects of the reporting process?	288
a.	Availability of information about how to file a complaint.....	288
b.	Availability of information about how to follow-up on a complaint	289
c.	Treatment by personnel handling your complaint	290
d.	Amount of time it took/is taking to resolve your complaint	291
e.	How well you were/are kept informed about the progress of your complaint	292
f.	Degree to which your privacy was/is being protected.....	293
g.	The complaint process overall	294
70.	Do you feel that your chances of having a successful military career will be affected by making this report?	295
71.	Was your complaint found to be true?	296
71.	Is the action still being processed? Constructed from Q71.....	297
72.	What was the outcome of your complaint?	298
a.	The outcome of your complaint was explained to you	298
b.	The situation was corrected.....	299
c.	Some action was taken against the person(s) who bothered you.....	300
d.	Nothing was done about the complaint.....	301
e.	Action was taken against you	302
73.	How satisfied were you with the outcome of your complaint?	303
74.	Did you report all of the behaviors you experienced to one of the installation/Service/DoD individuals or organizations?	304
75.	What were your reasons for not reporting behaviors to any of the installation/Service/DoD individuals or organizations? {Subitems a-h}.....	305
75.	What were your reasons for not reporting behaviors to any of the installation/Service/DoD individuals or organizations? {Subitems i-n}.....	306

76.	Did any of the following things happen in response to how you handled the situation?	307
a.	You were ignored or shunned by others at work.....	307
b.	You were blamed for the situation	308
c.	You were given less favorable job duties.....	309
d.	You were denied an opportunity for training	310
e.	You were given an unfair job performance appraisal	311
f.	You were denied a promotion	312
g.	You were transferred to a less desirable job.....	313
77.	Do you consider any of the things which you marked as happening to you in response to how you handled the situation to have been retaliation for reporting your experience?	314

PERSONNEL POLICY AND PRACTICES

78.	Please give your opinion about whether the persons below make honest and reasonable efforts to stop racial/ethnic harassment and discrimination, regardless of what is said officially.....	315
a.	Senior leadership of my Service	315
b.	Senior leadership of my installation/ship.....	316
c.	My immediate supervisor	317
79.	Has the military paid too much or too little attention to racial/ethnic harassment and discrimination during the past several years?	318
80.	In your work group, to what extent.....	319
a.	Would members of your work group feel free to report racial/ethnic harassment and discrimination without fear of reprisals?	319
b.	Would complaints about racial/ethnic harassment and discrimination be taken seriously?	320
c.	Would people be able to get away with racial/ethnic harassment and discrimination?	321
d.	Are policies forbidding racial/ethnic harassment and discrimination publicized?	322
e.	Are complaint procedures related to racial/ethnic harassment and discrimination publicized?	323
81.	At your current duty station, would you know how to report experiences of race/ethnic harassment and/or discrimination?	324
82.	At your installation/ship, to what extent	325

a.	Would Service members feel free to report racial/ethnic harassment and discrimination without fear of reprisals?	325
b.	Would complaints about racial/ethnic harassment and discrimination be taken seriously?	326
c.	Would people be able to get away with racial/ethnic harassment and discrimination?	327
d.	Are policies forbidding racial/ethnic harassment and discrimination publicized?	328
e.	Are complaint procedures related to racial/ethnic harassment and discrimination publicized?	329
f.	Is the availability of complaint hotlines publicized?	330
g.	Do people feel free to sit wherever they choose in dining halls regardless of race/ethnicity?	331
h.	Do people feel free to use any recreation facilities regardless of race/ethnicity?	332
i.	Are racist/extremist organizations or activities a problem?	333
j.	Are hate crimes/activities a problem?	334
k.	Are gang activities a problem?	335
l.	Are racist/extremist organizations or activities a problem in the local community around your installation?	336
m.	Are hate groups/extremist activities a problem in the local community around your installation?	337
83.	To what extent.....	338
a.	Do you feel uneasy being around people who are of race/ethnic backgrounds different from yours?	338
b.	Have you felt pressure from Service members who are of your race/ethnicity not to socialize with members of other race/ethnic groups?	339
c.	Do you feel comfortable interacting with people from different race/ethnic groups?	340
84.	Have you tried to avoid an assignment in the military because you thought you might be subjected to racial/ethnic harassment or discrimination	341
85.	During the past 12 months, have you been involved in a racial confrontation.....	342
a.	On your installation/ship?	342
b.	In the local community around your installation?	343

86.	How would you rate race relations.....	344
a.	In your work group?	344
b.	At your installation/ship?	345
c.	In your Service?	346
d.	In the local community around your installation?	347

TRAINING

87.	Have you had any training from military sources during the past 12 months on topics related to racial/ethnic harassment and discrimination?	348
88.	In the past 12 months, how many times have you had training from military sources on topics related to racial/ethnic harassment and discrimination?.....	349
89.	My Service's training.....	350
a.	Provides a good understanding of what words and actions are considered racial/ethnic harassment and discrimination.....	350
b.	Teaches that racial/ethnic harassment and discrimination reduces the cohesion and effectiveness of your Service as a whole.....	351
c.	Identifies behaviors that are offensive to others and should not be tolerated.....	352
d.	Gives useful tools for dealing with racial/ethnic harassment and discrimination.....	353
e.	Explains the process for reporting racial/ethnic harassment and discrimination.....	354
f.	Makes you feel it is safe to complain about offensive, race/ethnic-related situations.....	355
g.	Promotes cross-cultural awareness.....	356
h.	Provides information about policies, procedures, and consequences of racial/ethnic harassment and discrimination	357
i.	Provides information on your Service's policies on participation in hate groups/gangs/extremist activities.....	358
j.	Promotes religious tolerance	359
90.	In your opinion, how effective was the training you received in actually reducing/preventing behaviors which might be seen as racial/ethnic harassment and discrimination?	360

MILITARY/CIVILIAN COMPARISONS

91.	How do the opportunities/conditions for people of your race/ethnic background in the military compare to opportunities/conditions you would have in the civilian world?.....	361
a.	Promotion opportunities.....	361
b.	Pay and benefits.....	362
c.	Fair performance evaluations	363
d.	Education and training opportunities.....	364
e.	Quality of life.....	365
f.	Fair administration of criminal justice.....	366
g.	Chance to show pride in yourself.....	367
h.	Chance to show pride in your race/ethnic group.....	368
i.	Freedom from harassment	369
j.	Freedom from discrimination	370
k.	Freedom from extremism/hate crimes	371
l.	Race/ethnic relations overall.....	372
92.	Do you have friends of a different race/ethnicity with whom you socialize in your home/quarters?.....	373
93.	Do you have close personal friends who are of a different race/ethnicity than yours?.....	374
94.	Compared to right before you entered the military, do you have more or fewer close personal friends who are of a race/ethnicity different from yours?.....	375
95.	In your opinion, have race/ethnic relations in our nation gotten better or worse over the last 5 years?.....	376
96.	In your opinion, have opportunities in our nation gotten better or worse over the last 5 years for	377
a.	Blacks or African Americans?	377
b.	American Indians or Alaska Natives?	378
c.	Asians, Native Hawaiians or Pacific Islanders?	379
d.	Spanish/Hispanic/Latinos?	380
e.	Arab Americans?	381
f.	Whites?.....	382
g.	Muslims?	383

97.	In your opinion, how often does racial/ethnic harassment and discrimination occur in the military now, as compared with a few years ago?	384
98.	In your opinion, have race/ethnic relations in the military gotten better or worse over the last 5 years?.....	385
99.	In your opinion, have opportunities in the military gotten better or worse over the last 5 years for	386
a.	Blacks or African Americans?	386
b.	American Indians or Alaska Natives?	387
c.	Asians, Native Hawaiians or Pacific Islanders?	388
d.	Spanish/Hispanic/Latinos?.....	389
e.	Arab Americans?	390
f.	Whites?	391
g.	Muslims?	392
100.	Did you respond to this survey via the Web or a paper survey questionnaire? Constructed from administrative data.....	393

2005 WORKPLACE AND EQUAL OPPORTUNITY SURVEY OF ACTIVE-DUTY MEMBERS: TABULATIONS OF RESPONSES VOLUME 2 COAST GUARD MEMBERS

Introduction to the Survey

The *Human Resources Strategic Assessment Program* (HRSAP), Defense Manpower Data Center (DMDC), conducts both Web-based and paper-and-pencil surveys to support the personnel information needs of the Under Secretary of Defense for Personnel and Readiness (USD[P&R]). These surveys assess the attitudes and opinions of the entire Department of Defense (DoD) community on a wide range of personnel issues. *Human Relations Surveys* are in-depth studies of topics and populations, often requiring both paper-and-pencil surveys and Web-based surveys, that take longer to develop, administer, and analyze.

This report contains tabulations of responses from the *2005 Workplace and Equal Opportunity Survey of Active-Duty Members* (WEOA2005), conducted January 10 to April 4, 2005. This introduction (1) summarizes the survey content, (2) defines the total population surveyed and the subgroups used in tabulations of responses, (3) summarizes the survey methodology,¹ and (4) provides details on how to use the tabulations. This tabulation volume provides results for active-duty Coast Guard members.² These tabulations and a copy of the survey items follow this introduction.³

Survey Content

The WEOA2005 fulfills the Congressional mandate codified in Section 481 of U.S. Code 10 requiring Joint Service quadrennial assessments of race/ethnic issues. The WEOA2005 is the second DMDC survey of race/ethnic issues, and was modeled on the *1996 Equal Opportunity Status of the Armed Forces Survey* (EOS1996). Although the law exempts the Coast Guard, the Coast Guard requested inclusion in both the 1996 and 2005 surveys. These surveys were designed to estimate the level and consequences of racial/ethnic harassment and discrimination. The survey was subdivided into the following ten topic areas:

1. *Background Information*—Service, gender, paygrade, race/ethnicity, ethnic ancestry, and education.
2. *Family and Household Information*—Marital status, duration of relationship, race/ethnicity of spouse/significant other, and presence of dependents.

¹ Details on survey methodology are reported in Riemer (2006).

² Tabulations of results from active-duty DoD members are reported in DMDC (2007).

³ Refer to DMDC (2006) to view a screen shot version of the survey as it appeared on the Web.

3. *Satisfaction and Retention Intention*—Degree expectations fulfilled regarding work and personal life, overall satisfaction with the military way of life, likelihood to stay on active duty, spouse/family support to stay on active duty, years spent in military service, willingness to recommend military service, characteristics of work environment, and commitment to serve.
4. *Military Workplace*—Location, time away from permanent duty station, deployments since September 11, 2001, and current deployment status; characteristics of and satisfaction with immediate supervisor; coworkers and workplace; mentoring; preparedness, morale, and unit cohesion.
5. *Stress, Health, and Well-Being*—Perceived stress and physical well-being.
6. *Personal Experiences*—Types and frequency of both personal and family experiences related to race/ethnicity, and DoD's/Service's responsibility to prevent racial/ethnic harassment and/or discrimination.
7. *One Situation of Race/Ethnic-Related Experiences*—If applicable, details pertaining to the most bothersome race/ethnic-related situation experienced during the 12 months prior to taking the survey, including types of incidents experienced, where and when it occurred, characteristics of offenders, to whom behaviors were reported, reasons for not reporting and, if applicable, members' satisfaction with the complaint process and outcome.
8. *Personnel Policy and Practices*—Views on current racial/ethnic policies and leadership practices, and perceptions of race relations within the military and in the local community.
9. *Training*—Frequency and perceived effectiveness of training on racial/ethnic harassment and discrimination.
10. *Military/Civilian Comparisons*—Perceptions of opportunities/conditions in the military compared to civilian employment, and historical and military/civilian comparisons of the prevalence of racial/ethnic harassment and discrimination.

Population and Reporting Categories

The population of interest for the survey consisted of active-duty members of the Army, Navy, Marine Corps, Air Force, and Coast Guard, excluding National Guard and Reserve members, who (1) have at least 6 months of service at the time the questionnaire is first fielded and (2) are below flag rank. Survey results are presented for the total population, the DoD population, and by Service, paygrade, and race/ethnicity. The paygrade and race/ethnicity results are limited to responses from Coast Guard members. To form the reporting categories for the tabulations, respondents are classified primarily by survey self-report. If the self-reported data are missing, then DMDC's *Active Duty Master Edit File* data, at the time of sampling, are used to impute the subgroup classification. Definitions for reporting categories follow:

- *Service*—The categories include *Army*, *Navy*, *Marine Corps*, *Air Force*, and *Coast Guard*. The *Total DoD* subgroup includes all DoD Services (Army, Navy, Marine Corps, and Air Force).
- *Paygrade*—The *Enlisted* subgroup includes all enlisted paygrades (E1-E9) in the Coast Guard. The *Enlisted* subgroup is broken into *E1-E4* and *E5-E9*. The *Officers* subgroup includes Coast Guard Warrant Officers (W1-W5) and commissioned officers (O1-O6). The commissioned officers are broken into *O1-O3* and *O4-O6*.
- *Race/Ethnicity*—Coast Guard respondents are classified based on self-reported categories consistent with requirements of the *Standards for Maintaining, Collecting, and Presenting Federal Data on Race and Ethnicity* (1997). *White* includes persons marking only White and not reporting being Spanish/Hispanic/Latino. *Total Minority* includes all persons marking one or more of the races other than White and/or marking that they are Spanish/Hispanic/Latino. The *Total Minority* subgroup is broken into three categories. *Black* includes persons marking only Black or African American and not reporting being Spanish/Hispanic/Latino. *Hispanic* includes anyone marking that they are Spanish/Hispanic/Latino, regardless of how they answered the question on race. *Other Race/Ethnicity* includes persons not reporting being Spanish/Hispanic/Latino and marking American Indian/Alaska Native, Asian, Native Hawaiian/other Pacific Islander, and persons marking two or more of the races (White, Black, Asian, American Indian/Alaska Native, and Native Hawaiian/Pacific Islander).

Survey Methodology

The survey administration process began on January 10, 2005, with the mailout of notification letters to sample members. This notification letter explained why the survey was being conducted, how the survey information would be used, and why participation was important. Throughout the administration period, additional e-mail and postal reminders were sent to encourage survey participation. The survey was administered via the Web and paper-and-pencil questionnaires. Data were collected between January 24 and April 4, 2005, with paper surveys mailed on February 24, 2005 to those who did not respond via the Web.

Single-stage, nonproportional stratified random sampling⁴ procedures were used. The sample consisted of 91,024 individuals (87,858 from DoD; 3,166 from the Coast Guard) drawn from the sample frame constructed from DMDC's *Active-Duty Master File*. Members of the sample became ineligible if they indicated in the survey

⁴ In stratified random sampling, all members of a population are categorized into homogeneous groups. For example, members might be grouped by paygrade and Service (e.g., all Coast Guard E1-E4 in one group, all Coast Guard E5-E9 in another). Members are chosen at random within each group. Small groups are oversampled in comparison to their proportion of the population so there will be enough responses from small groups to analyze. Weights are used so that groups are correctly represented in the analyses.

or by other contact (e.g., telephone calls to the data collection contractor) that they were not on active duty as of the first day of the Web survey, January 24, 2005 (0.21% of sample).

Completed surveys (defined as 50% or more of the survey questions asked of all participants were answered, including at least one item from Questions 45-48) were received from 32,268 eligible respondents. The overall weighted response rate for eligibles, corrected for nonproportional sampling, was 39%. Data were weighted to reflect the population of interest. These weights reflect (1) the probability of selection, (2) a nonresponse adjustment factor to minimize bias arising from differential response rates among demographic subgroups, and (3) a poststratification factor to force the response-adjusted weights to sum to the counts of the target population as of the month the sample was drawn and to provide additional nonresponse adjustments.

Table 1 shows the number of respondents and the portion of total respondents in each reporting group. Also shown are the estimated number of members and the portion of total members in each reporting group. Differences in the percentages of respondents and population for the reporting categories reflect differences in the number sampled, as well as differences in response rates.⁵

Table 1.
Number of Respondents and Estimated Population by Reporting Categories

	Respondents		Estimated Population				
	Count	Percent	Totals		Percent	Max ME	
TOTAL	32,268	100%	1,311,874	± 6,530	100%		
Total DoD	30,929	96%	1,276,051	± 6,359	97%		±1%
Army	11,826	37%	439,666	± 4,123	34%		±1%
Navy	7,621	24%	334,901	± 2,007	26%		±1%
Marine Corps	4,093	13%	155,326	± 4,208	12%		±1%
Air Force	7,389	23%	346,158	± 1,547	26%		±1%
Coast Guard	1,339	4%	35,823	± 500	3%		±1%
PAYGRADE							
Enlisted	1,011	3%	28,664	± 495	80%		±1%
E1 – E4	369	1%	11,924	± 662	33%		±2%
E5 – E9	642	2%	16,740	± 664	47%		±2%
Officers	328	1%	7,159	± 323	20%		±1%
O1 – O3	152	0%	3,425	± 540	10%		±2%
O4 – O6	105	0%	2,267	± 345	6%		±1%
RACE/ETHNICITY							
White	666	2%	28,164	± 693	79%		±2%
Total Minority	672	2%	7,651	± 564	21%		±2%
Black	239	1%	1,996	± 221	6%		±1%
Hispanic	315	1%	3,372	± 380	9%		±2%
Other Race/Ethnicity	118	0%	2,283	± 396	6%		±2%

⁵ There is also a slight difference in treatment of missing data. Cases with missing data are included in counts of respondents but are excluded in population estimates.

Tabulation Procedures

Tabulations⁶ for each question in the survey are shown with the text of the questions and response options at the top of each page. To compress the width of columns in the tables, the response options are shown with a number, letter, or DNA (i.e., *Does not apply*), then that number, letter, or DNA is used as the column heading for the responses. The central feature of the tabulations is the percentage of members choosing the response options indicated by the column heading. Within a set of response options, percentages may not add to 100% due to rounding error.

Where an item can be presented as an average, that average is shown as a number estimate and in a bar chart. The averages lend themselves to a quick scan for reporting groups differing from other similarly defined groups. Where a true response continuum is available (e.g., number of times trained), the mean of that continuum is presented; in other cases, the responses are averages of the numeric scales presented with the response options. Where there is a simple binomial response (e.g., yes/no), only one percentage is presented. In this case, the bar chart represents that percentage. When multi-level response scales (e.g., “yes,” “no,” “don’t know”) can be dichotomized, the bar chart represents either the sum of the percentages in multiple columns (e.g., “no” and “don’t know” summed) or the percentage in one column (e.g., “yes”). On each page of tabulations, the first column lists the reporting group shown in that row. The second column, *Percent Responding*, lists the portion of the reporting group represented in the estimates in that row. In most cases, if this percentage is not 100, it reflects item nonresponse, and the table note indicates that “Percent responding are Service members who answered the question.”

Not all questions will apply to every respondent. Respondents to the paper version of the survey are instructed to skip questions that do not apply to them (based on their answers to previous questions). Where possible, the Web survey is programmed to skip respondents over questions that do not apply to them. For example, Q11 (Is your spouse/significant other Spanish/Hispanic/Latino?) does not apply to those who marked in Q10 that they were not married and did not have a girlfriend/boyfriend. The table note for this question indicates, “Percent responding are active-duty members who answered the question and who were married or had a spouse/significant other (Q10).” The survey does not always skip questions that do not apply to the respondents. In the tabulations, *Does not apply* responses are typically included in the percentages in the *Percent Responding* column. For example, Q77 asked members if they considered any of the things that happened to them listed in Q76 to be retaliation for reporting bothersome behavior. Survey participants could indicate that the question does not apply because they did not report their experiences or none of the things happened to them. In other cases, the *Does not apply* response is tabulated separately. For example, Q71 asked members to indicate if their complaint regarding their experience of race/ethnic-related behaviors was found to be true. Responses of *Does not apply, the action is still being processed* are tabulated separately.

Not every survey question is tabulated. Q7 and Q48 are open-ended survey questions. Q7 asked members to specify their ancestry or ethnic origin. Since it is not

⁶ Details of data editing and preparation are provided by DMDC (2006).

feasible to tabulate the wide range of responses, Q7 is not tabulated. Similarly, Q48 asked members to specify other negative, race/ethnicity-related experiences they had during the 12 months prior to taking the survey. In this situation, Q48 is tabulated to indicate the percentage of respondents who reported they had other negative, race/ethnic-related experiences. However, open-ended responses are omitted from the tabulations.

Paper and Web Survey Comparability

On occasion, the paper and Web versions of the survey differ. These differences result from the technological advantages and requirements available in a Web-based survey. Question stems differ slightly between the paper and Web versions of the survey. On the paper version, question stems will refer to specific survey items, whereas questions on the Web version are not numbered. For example, for Q45 and Q46, where the items are identical and the response options to each question appear in parallel columns, the question instruction text is “For each item a-o, mark one response for question 45 and one response for question 46.” On the Web version of the survey, these questions are presented sequentially without numbering or instruction text.

In addition to variations in the question text between the paper and Web versions of the survey, the survey response options also differ at times. A common difference between the surveys is the use of *Does not apply* response options in the paper version that are unnecessary in the Web version due to “smart skip” technology. For example, Q17 on the paper version (Does your spouse or significant other think you should stay on or leave active duty?) has a response option of *Does not apply; I am not married and I do not have a girlfriend/boyfriend* for respondents who had previously indicated in Q10 that they were not married and did not have a girlfriend/boyfriend. For the Web version, respondents who marked *Does not apply; I am not married and I do not have a girlfriend/boyfriend* to Q10 were automatically skipped over Q17.

In constructing the dataset that combines the paper and Web respondents, the Web version of questions was typically used. The responses to the paper-and-pencil version of the questions were recoded to comply. Exceptions may occur when the tabulation of a survey item would benefit from presenting responses in a manner representative of the total population, as opposed to only the applicable population, with respondents who were skipped over the question coded to force their inclusion.

Combining Information From Multiple Items

Tabulations in this volume generally present data for individual survey questions. There are three exceptions. The first type of exception is where the results for multiple items are presented on a single set of pages.

- In Q22, members are asked whether they would recommend military service to a friend who is White, Black or African American, American Indian/Alaska

Native, Asian, Native Hawaiian/Pacific Islander, or Spanish/Hispanic/Latino. The tabulations for this question show, for each race/ethnic category, the percentage of members who marked Yes, indicating they would recommend military service to a friend in that category.

The second exception is where members can provide multiple answers to a single question (e.g., race).

- In Q6, members are asked to mark one or more races. The tabulations show the percentage who responded that they are White, Black, American Indian/Alaska Native, Asian, and/or Native Hawaiian/Pacific Islander. Respondents who indicated more than one race are also shown in the percentage of More Than One Race Marked. For example, if a respondent indicated they were Asian and White, they were counted in the percentage as Asian, White, and More Than One Race Marked.

The third exception pertains to composite measures (e.g., scales, summary variables) described below. For example, rates for organizational commitment are constructed from multiple items. Typically, individual items from a composite measure are presented first, then the composite measure is presented. Where applicable, Cronbach's coefficient alpha, a measure of scale reliability, is provided in the table notes. For details of the psychometric analyses used to confirm the properties of the measures and more detailed discussion of the creation of composite measures, please see Ormerod, Lawson, Lytell, Wright, Sims, Nye, Perry, Drasgow, Fitzgerald, Kuszniir, & Rynczak (2006).

- *Organizational Commitment:* Service members were asked to indicate their level of agreement with statements designed to assess their level of organizational commitment. Consistent with the commitment scales developed by Meyer and Allen (Meyer, Stanley, Herscovitch, & Topolnytsky, 2002), three measures of organizational commitment (Q25) are presented. *Affective Commitment* can be defined as an emotional attachment to, an identification with, and an involvement in an organization (Q25a, b, e, h, j, m). *Continuance Commitment* can be defined as attachment based on the perceived costs of leaving an organization (Q25c, f, i, l, n). *Normative Commitment* can be defined as a sense of obligation to remain in an organization (Q25d, g, k). Lower scores on these measures indicate less organizational commitment, whereas higher scores represent more commitment.
- *Supervisor Satisfaction:* The composite measure includes survey items on members' agreement that his/her supervisor can be trusted, treats all assigned people fairly, has very little conflict with people who report to him/her, evaluates performance fairly, makes work assignments fairly, and gives satisfactory direction (Q35a-f). A higher score indicates the member more strongly agreed with positive statements about his/her supervisor (i.e., was more satisfied).

- *Coworker Satisfaction:* The composite measure includes survey items on members' agreement with statements about the amount of conflict among coworkers, coworker work effort, work group compatibility, helpfulness coworkers, and relationships with coworkers (Q37a-e). A higher scale score indicates the member more strongly agreed with positive statements about his/her coworkers (i.e., was more satisfied).
- *Work Satisfaction:* The composite measure includes survey items on sense of pride, use of skills, work enjoyment, and the opportunity to acquire valuable skills (Q39a-d). A higher scale score indicates the member more strongly agreed with positive statements about his/her work (i.e., was more satisfied).
- *Unit Cohesion:* The composite measure includes survey items pertaining to the extent to which unit members care about each other, work well as a team, pull together to get the job done, and trust each other (Q42a-d). A higher score indicates greater perceived unit cohesion. For additional information on the *Unit Cohesion* scale constructed from these items, please see Siebold & Lindsay (1999).
- *Perceived Stress:* To evaluate personal stress levels, members were asked about their emotional experiences/reactions in the month prior to taking the survey (Q43a-j). The measure of perceived stress is a 10-item version of the *Perceived Stress Scale*® (Cohen, Kamarck, & Mermelstein, 1983; Cohen & Williamson, 1988). Items were scored 0 to 4. For the purposes of this report, Q43d, e, g, and h were reverse-coded. Scores are reported as a single figure, which is the sum of the individual scores (range 0 to 40). Higher scores indicate greater perceived stress.
- *General Health:* Members' perceptions of their general health were assessed by the *General Health* scale. The four scale items (Q44a-d) were taken from the general health perceptions subscale on the Short-Form Health Survey (SF-36) of the *Medical Outcomes Study* questionnaire (Ware & Sherbourne, 1992). For the purposes of this report, Q44b and c were reverse-coded. A high scale score indicates that the active-duty member considers him/herself to be in good health.
- *Organizational Affiliation:* In Q60a-i, members were asked to identify whether the offenders in the race/ethnic-related situation that bothered them most were military members (Q60a-f) and/or civilians (Q60g-i). Q60a-i were collapsed into three categories, indicating whether the person(s) involved were military personnel, civilians, or both military and civilian personnel.
- *Reporting Status:* To assess the prevalence of complete and partial reporting, respondents were asked to indicate if they had reported all of the bothersome behaviors they had experienced (Q74). Respondents were categorized into three groups, complete, partial, and non-reporters.

Complete Reporters are those individuals who reported all of the behaviors, whereas *Partial Reporters* are those individuals who reported only some of the behaviors that had occurred (both derived from Q74). *Non-reporters* were identified in Q66 and did not respond to Q74.

- *Civilian/Military Reports:* Members were asked if they had reported their most bothersome race/ethnic-related situation to civilian community officials, offices, or courts (Q65), or to installation/Service/DoD individuals or organizations (Q66). Q65 and Q66 were collapsed into four categories, indicating whether reports were made to civilians, the military, both civilians and the military, or neither.

Overview of Composite Measures of Incident Rates of Race/Ethnicity-Related Harassment and Discrimination

Incident rates represent another type of composite measure, reflecting whether active-duty members indicated they or their families experienced race/ethnicity-related insensitivity, harassment, threats, or actual harm or discrimination. These rates were constructed from 57 items describing the behaviors and situations experienced.⁷ The WEOA2005 incident rates report the percentage of active-duty members who indicated they or their families experienced at least one of the 57 racial/ethnic-related behaviors during the 12 months preceding the survey administration (Q45-Q48), AND who indicated a belief that they or their families had experienced racial/ethnic harassment or discrimination (Q49).

- *The Member Experiences of Harassment/Discrimination in the DoD Community* rate is a summary indicator reflecting whether members indicated they personally experienced race/ethnicity-related insensitivity, threats, actual harm, or discrimination from another military member or a DoD civilian (Q45a-n, Q47a-n, Q47s, Q47v-w).⁸ Rates were similarly constructed for subcategories of the overall incident rate to include *Offensive Encounters With Military Personnel, DoD/Service Employees and/or Contractors* (Q45a-j), *Harm or Threat of Harm From Military Personnel, DoD/Service Employees and/or Contractors* (Q45k-n), *Assignment/Career Discrimination* (Q47e, Q47j-n, Q47s), *Evaluation Discrimination* (Q47a-d), *Training/Test Scores Discrimination* (Q47f-i), and *Undue Punishment* (Q47v-w).
 - *Offensive Encounters With Military Personnel, DoD/Service Employees and/or Contractors* includes situations in which members believed other DoD personnel engaged in racially/ethnically insensitive behavior that caused them discomfort or was insulting.

⁷ A Service member is included in an incident rate if he or she endorsed one survey item, more than one survey item, or all survey items included in that rate. That is, a member is counted in incident rate only once regardless of the number of items he or she endorsed.

⁸ For the individual Q47 items, only responses of “yes, and my race/ethnicity was a factor” were counted.

- *Harm or Threat of Harm From Military Personnel, DoD/Service Employees and/or Contractors* includes perceptions of threat, vandalism, and assault stemming from members' race/ethnicity and caused by DoD personnel.
- *Assignment/Career Discrimination* reflects the extent to which members believe an aspect of their current assignment or career progression was hampered because of their race/ethnicity.
- *Evaluation Discrimination* reflects members' perceptions that race/ethnicity influenced some aspect of their performance evaluation.
- *Training/Test Scores Discrimination* concerns the extent to which members believed their race/ethnicity influenced the availability of training and the assignment of training scores/grades.
- *Undue Punishment* reflects members' perceptions that race/ethnicity influenced whether and how they were punished.
- The *Member Experiences of Harassment/Discrimination in the Civilian Community* rate is a summary indicator reflecting whether members indicated they personally experienced race/ethnicity-related insensitivity, threats, actual harm, or discrimination from civilians in the community near their installation (Q46a-n). Rates are also presented for the subcategories of the overall incident rate to include *Offensive Encounters With Civilians Around an Installation* (Q46a-j) and *Harm or Threat of Harm From Civilians Around an Installation* (Q46k-n).
 - *Offensive Encounters With Civilians Around an Installation* includes situations in which members indicated that civilians in the community engaged in racially/ethnically insensitive behavior that caused them discomfort or was insulting.
 - *Harm or Threat of Harm From Civilians Around an Installation* includes perceptions of threat, vandalism, and assault stemming from members' race/ethnicity and caused by a civilian in the community near the installation.
- The *Member or Family Experiences of Racial/Ethnic Insensitivity, Harassment, or Discrimination* rate is a summary indicator reflecting whether members indicated that either they or their family experienced any racial/ethnic insensitivity, harassment, or discrimination from DoD personnel or civilians in the local community (Q45o, Q46o, Q47o-r, Q47t, Q47u, Q47x-z).⁹ Rates were similarly constructed for subcategories of the overall incident rate to include

⁹ For the individual Q47 items, only responses of "yes, and my race/ethnicity was a factor" were counted.

Discrimination by Service Providers (Q47o-r, Q47t, Q47u), *Safety Concerns* (Q47x-z), and *Other Racial/Ethnic-Related Experiences* (Q45o, Q46o, Q48).

- *Discrimination by Service Providers* reflects whether members believed that they or their family were treated differently because of their race/ethnicity by local businesses, civilian or Armed Forces police, or military medical or support services.
- *Safety Concerns* reflects whether members indicated that they or their family were afraid to be on or off the installation because of gang activity or for other reasons.
- *Other Racial/Ethnic-Related Experiences* consists of three summary-type items which reflect whether members indicated that they or their family had any other race/ethnic-related experiences involving DoD personnel or civilians in the local community.
- *Combinations of Race/Ethnicity-Related Harassment and Discrimination Behaviors*: Members could either indicate that they or their families experiences were comprised of one or more behaviors within one of the three overall rates or they could indicate having experiences that fell into multiple overall rates (e.g., *Member Experiences of Harassment/ Discrimination in the DoD Community* and *Member or Family Experiences of Racial/Ethnic Insensitivity, Harassment, or Discrimination*). To summarize experiences of varying types of behaviors, combinations of the incident rates described above (based on Q45-Q48 and Q49) are tabulated on a single set of pages. Rates are presented for the following six categories: 1) an incident experienced by the member involving DoD personnel (*Member Experiences of Harassment/Discrimination in the DoD Community*), 2) an incident experienced by the member involving the local civilians (*Member Experiences of Harassment/Discrimination in the Civilian Community*), 3) an incident, from the member/family items, experienced by the member or the member's family (*Member or Family Experiences of Racial/Ethnic Insensitivity, Harassment, or Discrimination*), 4) an incident experienced by the member, involving either DoD personnel or local civilians (*Combination of Member/DoD and Member/Community*), 5) any other incident experienced by the member or any incident experienced by the member's family (*Combination of Member/DoD, Member/Community, and Member/ Family*), and 6) no incident experienced by either the member or his/her family (*Did not experience ANY racial/ethnic harassment or discrimination*).

Composite Measures for Comparisons to 1996 Results

To facilitate longitudinal comparisons of the WEOA2005 to the EOS1996, the incident rates were also constructed without Q49, because Q49 was not included in the EOS1996. An additional rate, the *Incident* rate, was only constructed without Q49 and identically matches the EOS1996 *Any Member/Family* incident rate. *Incident* is a

global measure reflecting whether members indicated they or their families experienced any type of bothersome race/ethnic-related behaviors or situations (Q45-Q48). Tabulation pages for 1996 comparable incident rates use the 1996 titles for rates, which is less descriptive than the 2005 incident rate titles (e.g., the 2005 *Member Experiences of Harassment/Discrimination in the DoD Community* rate is referred to as *Member Incident - DoD*). The incident rate titles for 2005 and the title for the comparable rate in 1996 are shown in Table 2.

Table 2.
Incident Rate Titles for 2005 and 1996

2005	1996
Incident (57 items*)	Any Member/Family (57 items)
Member Experiences of Harassment/Discrimination in the DoD Community (31 items + Q49)	Member Incident – DoD (31 items)
Offensive Encounters With Military Personnel, DoD/Service Employees and/or Contractors (10 items + Q49)	Offensive Encounters (10 items)
Harm or Threat of Harm From Military Personnel, DoD/Service Employees and/or Contractors (4 items + Q49)	Threat/Harm (4 items)
Assignment/Career Discrimination (7 items + Q49)	Assignment/Career (7 items)
Evaluation Discrimination (4 items + Q49)	Evaluation (4 items)
Training/Test Scores Discrimination (4 items + Q49)	Training/Test Scores (4 items)
Undue Punishment (2 items + Q49)	Punishment (2 items)
Member Experiences of Harassment/Discrimination in the Civilian Community (14 items + Q49)	Member Incident – Community (14 items)
Offensive Encounters With Civilians Around an Installation (10 items + Q49)	Offensive Encounters (10 items)
Harm or Threat of Harm From Civilians Around an Installation (4 items + Q49)	Threat/Harm (4 items)
Member or Family Experiences of Racial/Ethnic Insensitivity, Harassment, or Discrimination (12 items + Q49)	Member/Family Incident (12 items)
Discrimination by Service Providers (6 items + Q49)	Member/Family Services (6 items)
Safety Concerns (3 items + Q49)	Member/Family Fears (3 items)
Other Racial/Ethnic-Related Experiences (3 items + Q49)	Miscellaneous Member/Family Experiences (3 items)

* Does not include Q49.

Margins of Error

The complex sample design required weighting to produce population estimates, (e.g., percent female).¹⁰ Because of the weighting, conventional formulas for calculating the margin of error will overstate the reliability of the estimate. For this report, variance estimates were calculated using SUDAAN[®] PROC DESCRIPT, (Research Triangle Institute, Inc., 2004).

By definition, sample surveys are subject to sampling error. Standard errors are estimates of the variance around population parameters (such as percentages or means) and are used to construct margins of error (i.e., confidence interval half-widths). Percentages and means in these tabulations are reported with margins of error based on 95% confidence intervals. In order to compress the data display, only the maximum margin of error (Max ME) for each reporting category is shown. That is, the tab volume shows only the largest margin of error for the percentages or means in each row. For each average shown in these tabulations, its margin of error is also printed.

The following reporting conventions are used:

- “0” indicates that no one in any reporting group selected the response option,
- NR indicates the estimate is *Not Reportable* and is suppressed because of low reliability. Estimates of low reliability are suppressed based on criteria defined in terms of nominal sample size (less than 5), effective sample size (less than 15), or relative standard error (greater than 0.225),
- NA indicates the question was *Not Applicable* because the question did not apply to respondents in the reporting category based on answers to previous questions,
- no Max ME is printed when all percentages in the row are shown as NR,
- no margin of error is printed for an average when it is shown as NR.

¹⁰ As a result of differential weighting, only certain statistical software procedures, such as SUDAAN[®] PROC DESCRIPT, correctly calculate standard errors, variances, or tests of statistical significance for stratified samples.

© Copyright 2004 by Research Triangle Institute, P.O. Box 12194, Research Triangle Park, NC 27709-2194.

References

- Cohen, S., Kamarck, T., & Mermelstein, R. (1983). A global measure of perceived stress. *Journal of Health and Social Behavior*, 24, 385-396.
- Cohen, S., & Williamson, G. (1988). Perceived stress in a probability sample of the U.S. In S. Spacapan & S. Oskamp (Eds.), *The social psychology of health: Claremont Symposium on Applied Social Psychology* (31-67). Newbury Park, CA: Sage Publications.
- DMDC. (2006). *2005 Workplace and Equal Opportunity Survey of Active-Duty Members: Administration, datasets, and codebook* (Report No. 2006-021). Arlington, VA: Author.
- DMDC. (2007). *2005 Workplace and Equal Opportunity Survey of Active-Duty Members: Tabulations of Responses* (Report No. 2007-001). Arlington, VA: Author.
- Meyer, J.P., Stanley, D.J., Herscovitch, L., & Topolnytsky, L. (2002). Affective, continuance, and normative commitment to the organization: A meta-analysis of antecedents, correlates, and consequences. *Journal of Vocational Behavior*, 61, 20-52.
- Ormerod, A. J., Lawson, A. K., Lytell, M. C., Wright, C. V., Sims, C. S., Nye, C., Perry, L. A., Drasgow, F., Fitzgerald, L. F., Kusznir, C., & Rynczak, D. (2006). *2005 Workplace and Equal Opportunity Survey of Active-Duty Members: Report on scales and measures* (Report No. 2006-022). Arlington, VA: DMDC.
- Research Triangle Institute, Inc. (2004). SUDAAN® Language Manual, Release 9.0. Research Triangle Park, NC: Author.
- Riemer, R. A. (Ed.). (2006). *2005 Workplace and Equal Opportunity Survey of Active Duty Members: Statistical Methodology Report* (Report No. 2006-023). Arlington, VA: DMDC.
- Siebold, G. L., & Lindsay, T. J. (1999). The relationship between demographic descriptors and soldier-perceived cohesion and motivation. *Military Psychology*, 11, 109-128.
- Standards for Maintaining, Collecting, and Presenting Federal Data on Race and Ethnicity, 62 Fed. Reg. 58781 (1997).
- Ware, J. E. & Sherbourne, C. D. (1992). The MOS 36-item short form health survey (SF-36). I. Conceptual framework and item selection. *Medical Care*, 30, 473-483.

Tabulations of Responses

2. In what Service were you on active duty on January 24, 2005?1. Army
4. Air Force2. Navy
5. Coast Guard3. Marine Corps
6. None, you were separated or retired

	Percent Responding		Percentages						Max ME
			1	2	3	4	5	6	
TOTAL	100	±0	34	26	12	26	3	0°	±1
TOTAL DOD	100	±0	34	26	12	27	0	0°	±1
Army	100	±1	100	0	0	0	0	0°	±0
Navy	100	±0	0	100	0	0	0	0°	±0
Marine Corps	100	±0	0	0	100	0	0	0°	±0
Air Force	100	±0	0	0	0	100	0	0°	±0
COAST GUARD	100	±0	0	0	0	0	100	0°	±0
PAYGRADE									
Enlisted	100	±0	0°	0°	0°	0°	100	0°	±0
E1 – E4	100	±0	0°	0°	0°	0°	100	0°	±0
E5 – E9	100	±0	0°	0°	0°	0°	100	0°	±0
Officers	100	±0	0°	0°	0°	0°	100	0°	±0
O1 – O3	100	±0	0°	0°	0°	0°	100	0°	±0
O4 – O6	100	±0	0°	0°	0°	0°	100	0°	±0
RACE/ETHNICITY									
White	100	±0	0°	0°	0°	0°	100	0°	±0
Total Minority	100	±0	0°	0°	0°	0°	100	0°	±0
Black	100	±0	0°	0°	0°	0°	100	0°	±0
Hispanic	100	±0	0°	0°	0°	0°	100	0°	±0
Other Race/Ethnicity	100	±0	0°	0°	0°	0°	100	0°	±0

Note. Percent responding are Service members who answered the question. Service members who were separated or retired are excluded from this report (Q2). DoD Services are included only in Total and Total DoD categories.

NR: Not reportable

° Response option never endorsed.

3. Are you...?

1. Male

2. Female

	Percent Responding		Percentages		Max ME
			1	2	
TOTAL	100	±1	85	15	±1
TOTAL DOD	100	±1	85	15	±1
Army	100	±1	86	14	±1
Navy	100	±1	86	14	±1
Marine Corps	100	±0	94	6	±2
Air Force	100	±1	80	20	±2
COAST GUARD	100	±1	89	11	±3
PAYGRADE					
Enlisted	100	±1	89	11	±3
E1 – E4	100	±1	90	10	±5
E5 – E9	100	±0	89	11	±4
Officers	100	±1	89	11	±5
O1 – O3	100	±0	81	19	±9
O4 – O6	99	±3	94	6	±7
RACE/ETHNICITY					
White	100	±1	89	11	±3
Total Minority	100	±0	87	13	±3
Black	100	±0	85	15	±6
Hispanic	100	±0	91	9	±4
Other Race/Ethnicity	100	±0	84	16	±8

Note. Percent responding are Service members who answered the question. DoD Services are included only in Total and Total DoD categories.

4. What is your current paygrade?

1. E1-E4

2. E5-E9

3. W1-W5



















4. O1-O3

5. O4-O6

	Percent Responding		Percentages					Max ME
			1	2	3	4	5	
TOTAL	100	±0	39	45	1	9	6	±1
TOTAL DOD	100	±0	39	45	1	9	6	±1
Army	100	±0	40	43	3	8	6	±2
Navy	100	±0	34	51	0	8	6	±1
Marine Corps	100	±0	55	33	1	6	4	±3
Air Force	100	±1	34	46	0	12	9	±1
COAST GUARD	100	±0	33	47	4	10	6	±2
PAYGRADE								
Enlisted	100	±0	42	58	0	0	0	±3
E1 – E4	100	±0	100	0	0	0	0	±0
E5 – E9	100	±0	0	100	0	0	0	±0
Officers	100	±0	0	0	21	48	32	±7
O1 – O3	100	±0	0	0	0	100	0	±0
O4 – O6	100	±0	0	0	0	0	100	
RACE/ETHNICITY								
White	100	±0	33	46	4	9	7	±3
Total Minority	100	±0	33	50	4	11	2	±5
Black	100	±0	30	52	6	10	2	±7
Hispanic	100	±0	41	47	4	7	1	±7
Other Race/Ethnicity	100	±0	23	53	1	19	5	±11

Note. Percent responding are Service members who answered the question. DoD Services are included only in Total and Total DoD categories.
 NR: Not reportable

5. Are you Spanish/Hispanic/Latino?

	Percent Responding		Percentages	Max ME	Percentage Reporting Yes
			Yes		
TOTAL	100	±1	12	±1	
TOTAL DOD	100	±1	12	±1	
Army	100	±1	13	±1	
Navy	100	±1	12	±1	
Marine Corps	100	±1	17	±2	
Air Force	100	±1	9	±1	
COAST GUARD	100	±0	9	±2	
PAYGRADE					
Enlisted	100	±0	10	±2	
E1 – E4	100	±0	12	±3	
E5 – E9	100	±1	10	±2	
Officers	100	±0	5	±2	
O1 – O3	100	±0	6	±2	
O4 – O6	100	±0	1	±2	
RACE/ETHNICITY					
White	100	±0	0	±0	
Total Minority	100	±1	44	±4	
Black	100	±1	0	±0	
Hispanic	100	±0	100	±0	
Other Race/Ethnicity	100	±0	NR		

Note. Percent responding are Service members who answered the question. DoD Services are included only in Total and Total DoD categories.
 NR: Not reportable

6. What is your race?

- | | | |
|--|---|-------------------------------------|
| 1. White | 2. Black or African American | 3. American Indian or Alaska Native |
| 4. Asian (for example, Asian Indian, Chinese, Filipino, Japanese, Korean, or Vietnamese) | 5. Native Hawaiian or other Pacific Islander (for example, Samoan, Guamanian or Chamorro) | 6. More Than One Race Marked |

	Percent Responding		Percentages						Max ME
			1	2	3	4	5	6	
TOTAL	95	±1	74	20	4	5	1	4	±1
TOTAL DOD	95	±1	74	21	3	5	1	4	±1
Army	95	±1	69	26	4	4	1	4	±1
Navy	95	±1	71	21	4	7	1	4	±1
Marine Corps	93	±2	81	15	3	3	1	3	±2
Air Force	96	±1	79	17	3	5	1	4	±1
COAST GUARD	96	±1	89	7	4	3	1	3	±2
PAYGRADE									
Enlisted	96	±1	89	8	4	2	1	3	±2
E1 – E4	95	±2	90	6	3	2	1	3	±3
E5 – E9	97	±2	88	9	5	2	1	4	±3
Officers	99	±1	89	7	3	5	1	3	±3
O1 – O3	99	±1	84	7	5	9	0	5	±6
O4 – O6	100	±1	95	4	1	2	1	3	±6
RACE/ETHNICITY									
White	100	±1	100	0	0	0	0	0	±0
Total Minority	85	±3	41	39	21	14	6	18	±6
Black	99	±2	0	100	0	0	0	0	±0
Hispanic	68	±6	78	14	9	5	3	8	±9
Other Race/Ethnicity	99	±2	40	12	51	36	15	43	±11

Note. Percent responding are Service members who answered the question. DoD Services are included only in Total and Total DoD categories.

8. What is the highest degree or level of school that you have completed?

1. 12 years or less of school (no diploma)
2. High school graduate--high school diploma or equivalent (e.g., GED)
3. Some college credit, but less than 1 year
4. 1 or more years of college, no degree
5. Associate's degree (for example, AA, AS)
6. Bachelor's degree (for example, BA, AB, BS)
7. Master's, doctoral, or professional school degree (for example, MA, MS, MEng, MBA, MSW, PhD, MD, JD, DVM)

	Percent Responding		Percentages							Max ME
			1	2	3	4	5	6	7	
TOTAL	100	±0	1	22	22	23	10	13	8	±1
TOTAL DOD	100	±0	1	22	22	23	10	14	8	±1
Army	100	±1	0	23	20	25	10	15	8	±2
Navy	100	±1	1	25	25	23	7	12	7	±2
Marine Corps	100	±0	1	38	25	18	5	11	3	±4
Air Force	100	±1	0	12	20	25	16	15	12	±2
COAST GUARD	100	±1	1	22	22	25	10	12	8	±3
PAYGRADE										
Enlisted	100	±1	1	27	26	28	10	6	1	±4
E1 – E4	100	±1	1	34	32	22	7	5	0	±7
E5 – E9	100	±0	1	23	22	32	13	7	2	±5
Officers	100	±0	1	3	4	10	10	36	36	±7
O1 – O3	100	±0	0	0	2	5	12	56	25	±10
O4 – O6	100	±0	NR	NR	NR	1	3	19	77	±10
RACE/ETHNICITY										
White	100	±1	1	24	21	24	10	12	9	±4
Total Minority	100	±0	0	17	25	28	10	14	6	±6
Black	100	±0	0	21	24	26	13	11	5	±10
Hispanic	100	±0	1	15	26	34	9	10	5	±8
Other Race/Ethnicity	100	±0	NR	14	25	22	9	21	8	±12

Note. Percent responding are Service members who answered the question. DoD Services are included only in Total and Total DoD categories.
NR: Not reportable

9. What is your marital status?1. Married
4. Widowed2. Separated
5. Never married

3. Divorced

	Percent Responding		Percentages					Max ME	Percentage Married/Separated		
			1	2	3	4	5				
TOTAL	100	±0	59	2	6	0	33	±1	61.0	±1.0	
TOTAL DOD	100	±0	59	2	6	0	33	±1	61.0	±1.0	
Army	100	±1	63	3	6	0	28	±2	65.0	±2.0	
Navy	100	±1	57	2	6	0	35	±2	59.0	±2.0	
Marine Corps	100	±1	52	2	3	0	44	±3	53.0	±3.0	
Air Force	100	±1	61	2	7	0	31	±2	62.0	±2.0	
COAST GUARD	100	±1	59	2	6	0	32	±4	61.0	±4.0	
PAYGRADE											
Enlisted	100	±0	55	2	6	0	36	±4	57.0	±4.0	
E1 – E4	100	±0	39	3	3	0	55	±7	42.0	±7.0	
E5 – E9	100	±1	66	2	9	0	22	±5	68.0	±5.0	
Officers	99	±2	75	2	6	0	18	±7	77.0	±7.0	
O1 – O3	99	±3	59	0	7	0	35	±10	59.0	±10.0	
O4 – O6	100	±0	91	1	3	NR	4	±8	93.0	±8.0	
RACE/ETHNICITY											
White	100	±1	59	2	6	0	33	±4	62.0	±4.0	
Total Minority	100	±1	58	2	8	1	31	±5	60.0	±5.0	
Black	100	±1	55	4	12	0	28	±10	60.0	±9.0	
Hispanic	100	±0	61	1	6	1	31	±8	62.0	±8.0	
Other Race/Ethnicity	100	±0	56	1	9	NR	35	±11	57.0	±11.0	

Note. Percent responding are Service members who answered the question. DoD Services are included only in Total and Total DoD categories.
 NR: Not reportable



















10. How many years have you been married to your current spouse? If you are not married, how long have you been in a relationship with your current significant other (that is, girlfriend or boyfriend)?

1. Does not apply; I am not married and I do not have a girlfriend/boyfriend 2. Less than 1 year 3. 1 year to less than 6 years
4. 6 years to less than 10 years 5. 10 years or more

	Percent Responding		Percentages					Max ME
			1	2	3	4	5	
TOTAL	100	±1	24	14	34	10	18	±1
TOTAL DOD	100	±1	24	14	34	10	18	±1
Army	100	±1	21	15	35	12	18	±2
Navy	100	±1	25	13	34	10	19	±2
Marine Corps	100	±1	29	16	36	7	11	±4
Air Force	100	±1	24	13	31	11	22	±2
COAST GUARD	99	±1	22	10	35	11	22	±4
PAYGRADE								
Enlisted	99	±1	25	11	37	10	17	±4
E1 – E4	99	±2	35	17	43	3	1	±7
E5 – E9	100	±1	17	8	33	15	27	±5
Officers	99	±1	11	6	26	13	44	±7
O1 – O3	100	±1	19	9	40	16	16	±10
O4 – O6	100	±0	4	4	15	11	66	±11
RACE/ETHNICITY								
White	99	±1	22	10	36	11	22	±4
Total Minority	100	±1	24	11	33	11	22	±5
Black	99	±1	29	6	31	9	25	±10
Hispanic	99	±1	19	11	39	10	20	±8
Other Race/Ethnicity	100	±0	26	15	25	13	22	±11

Note. Percent responding are Service members who answered the question. DoD Services are included only in Total and Total DoD categories.

11. Is your spouse/significant other Spanish/Hispanic/Latino?

	Percent Responding		Percentages	Max ME	Percentage Reporting Yes
			Yes		
TOTAL	76	±1	14	±1	
TOTAL DOD	76	±1	14	±1	
Army	78	±2	14	±2	
Navy	75	±2	13	±2	
Marine Corps	70	±3	17	±3	
Air Force	75	±2	12	±1	
COAST GUARD	77	±3	13	±3	
PAYGRADE					
Enlisted	75	±4	14	±4	
E1 – E4	64	±7	19	±7	
E5 – E9	82	±4	11	±4	
Officers	88	±5	8	±4	
O1 – O3	81	±8	4	±3	
O4 – O6	96	±5	10	±9	
RACE/ETHNICITY					
White	78	±4	8	±4	
Total Minority	76	±5	28	±5	
Black	71	±9	8	±6	
Hispanic	80	±6	50	±8	
Other Race/Ethnicity	74	±10	10	±12	

Note: Percent responding are Service members who answered the question and who were married, separated, or had a significant other (Q10). DoD Services are included only in Total and Total DoD categories.



















12. What race is your spouse/significant other?

- | | | |
|--|---|-------------------------------------|
| 1. White | 2. Black or African American | 3. American Indian or Alaska Native |
| 4. Asian (for example, Asian Indian, Chinese, Filipino, Japanese, Korean, or Vietnamese) | 5. Native Hawaiian or other Pacific Islander (for example, Samoan, Guamanian or Chamorro) | 6. More Than One Race Marked |

	Percent Responding		Percentages						Max ME
			1	2	3	4	5	6	
TOTAL	71	±1	72	19	3	9	2	3	±1
TOTAL DOD	71	±1	71	19	3	9	2	3	±1
Army	73	±2	69	24	3	6	2	3	±2
Navy	70	±2	66	20	2	14	2	3	±2
Marine Corps	66	±3	76	14	2	10	2	4	±3
Air Force	71	±2	78	14	2	8	1	3	±2
COAST GUARD	73	±3	88	7	2	5	2	4	±3
PAYGRADE									
Enlisted	69	±4	87	7	2	6	2	5	±3
E1 – E4	58	±7	88	7	3	7	3	7	±6
E5 – E9	77	±4	87	8	2	5	2	3	±4
Officers	87	±5	90	6	2	5	1	3	±4
O1 – O3	80	±8	88	6	1	7	0	2	±8
O4 – O6	93	±6	97	2	3	2	0	4	±7
RACE/ETHNICITY									
White	74	±4	94	2	2	4	1	3	±3
Total Minority	69	±5	65	26	3	9	4	6	±6
Black	67	±9	16	81	2	5	0	4	±7
Hispanic	68	±7	86	9	2	7	2	5	±10
Other Race/Ethnicity	72	±10	75	4	6	16	11	11	±12

Note. Percent responding are Service members who answered the question and who were married, separated, or had a significant other (Q10). DoD Services are included only in Total and Total DoD categories.

13. Do you have a child, children, or other legal dependents based on the definition above?

	Percent Responding		Percentages	Max ME	Percentage Reporting Yes
			Yes		
TOTAL	100	±1	50	±1	
TOTAL DOD	100	±1	50	±1	
Army	100	±1	54	±2	
Navy	100	±1	50	±2	
Marine Corps	100	±1	38	±3	
Air Force	100	±1	50	±2	
COAST GUARD	100	±1	50	±4	
PAYGRADE					
Enlisted	100	±1	47	±4	
E1 – E4	100	±0	25	±6	
E5 – E9	100	±1	62	±5	
Officers	100	±0	65	±7	
O1 – O3	100	±0	47	±10	
O4 – O6	100	±0	81	±10	
RACE/ETHNICITY					
White	100	±1	49	±4	
Total Minority	100	±1	55	±5	
Black	100	±0	61	±9	
Hispanic	100	±0	51	±7	
Other Race/Ethnicity	100	±1	55	±11	

Note: Percent responding are Service members who answered the question. DoD Services are included only in Total and Total DoD categories.

14. In general, has your life been better or worse than you expected when you first entered the military?



















1. Much worse

2. Worse

3. Neither better nor worse

4. Better

5. Much better

	Percent Responding		Percentages					Max ME	Degree Expectations Exceeded		
			1	2	3	4	5				
TOTAL	100	±1	3	9	27	46	15	±1	3.6	±0.1	
TOTAL DOD	100	±1	3	9	27	46	15	±1	3.6	±0.1	
Army	100	±1	4	11	28	43	14	±2	3.5	±0.1	
Navy	100	±1	3	8	25	48	17	±2	3.7	±0.1	
Marine Corps	100	±0	4	12	28	42	14	±3	3.5	±0.1	
Air Force	100	±1	1	7	26	50	15	±2	3.7	±0.1	
COAST GUARD	100	±1	1	6	27	47	19	±4	3.8	±0.1	
PAYGRADE											
Enlisted	100	±1	1	8	27	45	19	±4	3.7	±0.1	
E1 – E4	100	±1	2	10	32	39	17	±7	3.6	±0.2	
E5 – E9	100	±0	0	6	24	50	20	±5	3.8	±0.1	
Officers	99	±1	1	2	25	52	20	±7	3.9	±0.1	
O1 – O3	100	±0	2	3	28	50	17	±10	3.8	±0.2	
O4 – O6	100	±0	0	NR	25	52	23	±11	4.0	±0.2	
RACE/ETHNICITY											
White	100	±1	1	7	28	46	18	±4	3.7	±0.1	
Total Minority	100	±1	1	6	22	49	22	±5	3.9	±0.1	
Black	100	±0	1	4	22	48	25	±8	3.9	±0.2	
Hispanic	100	±1	0	7	19	49	24	±7	3.9	±0.2	
Other Race/Ethnicity	100	±0	2	5	27	49	17	±11	3.7	±0.2	

Note. Percent responding are Service members who answered the question. DoD Services are included only in Total and Total DoD categories.

NR: Not reportable

15. In general, has your work been better or worse than you expected when you first entered the military?



















1. Much worse

2. Worse

3. Neither better nor worse

4. Better

5. Much better

	Percent Responding		Percentages					Max ME	Degree Expectations Exceeded		
			1	2	3	4	5				
TOTAL	99	±1	4	16	29	40	12	±1	3.4	±0.1	
TOTAL DOD	99	±1	4	16	29	40	12	±1	3.4	±0.1	
Army	99	±1	4	17	30	38	10	±2	3.3	±0.1	
Navy	99	±1	4	15	27	41	13	±2	3.4	±0.1	
Marine Corps	99	±1	3	15	31	39	12	±3	3.4	±0.1	
Air Force	100	±1	3	15	29	40	12	±2	3.4	±0.1	
COAST GUARD	100	±1	2	11	27	45	14	±4	3.6	±0.1	
PAYGRADE											
Enlisted	99	±1	2	12	29	44	13	±4	3.5	±0.1	
E1 – E4	99	±2	4	13	27	46	10	±7	3.4	±0.2	
E5 – E9	100	±1	1	11	30	43	15	±5	3.6	±0.1	
Officers	100	±0	2	7	21	50	20	±7	3.8	±0.2	
O1 – O3	100	±0	3	10	24	47	17	±10	3.6	±0.2	
O4 – O6	100	±0	1	7	22	47	23	±11	3.8	±0.2	
RACE/ETHNICITY											
White	99	±1	2	11	28	45	14	±4	3.6	±0.1	
Total Minority	100	±1	2	10	25	46	16	±5	3.6	±0.1	
Black	100	±0	2	6	21	50	21	±9	3.8	±0.2	
Hispanic	100	±1	1	9	28	49	13	±7	3.6	±0.2	
Other Race/Ethnicity	100	±0	4	16	25	39	16	±11	3.5	±0.3	



















Note. Percent responding are Service members who answered the question. DoD Services are included only in Total and Total DoD categories.

16. Suppose that you have to decide whether to stay on active duty. Assuming you could stay, how likely is it that you would choose to do so?

1. Very unlikely
4. Likely

2. Unlikely
5. Very likely

3. Neither likely nor unlikely

	Percent Responding		Percentages					Max ME	Average Likelihood		
			1	2	3	4	5				
TOTAL	100	±0	14	15	12	29	30	±1	3.4	±0.1	
TOTAL DOD	100	±0	15	15	12	29	30	±1	3.4	±0.1	
Army	100	±1	18	17	13	28	24	±2	3.3	±0.1	
Navy	100	±0	12	14	11	29	34	±2	3.6	±0.1	
Marine Corps	100	±0	23	17	11	23	26	±4	3.1	±0.1	
Air Force	100	±1	9	13	13	32	33	±2	3.7	±0.1	
COAST GUARD	100	±0	8	12	10	31	39	±4	3.8	±0.1	
PAYGRADE											
Enlisted	100	±1	9	12	10	30	38	±4	3.7	±0.2	
E1 – E4	100	±0	15	16	13	28	27	±7	3.3	±0.2	
E5 – E9	100	±1	5	10	9	32	45	±5	4.0	±0.2	
Officers	100	±0	3	10	8	35	44	±7	4.1	±0.2	
O1 – O3	100	±0	4	10	8	41	38	±10	4.0	±0.3	
O4 – O6	100	±0	4	11	8	27	50	±11	4.1	±0.3	
RACE/ETHNICITY											
White	100	±0	9	12	9	31	38	±4	3.8	±0.2	
Total Minority	100	±1	4	13	12	31	41	±5	3.9	±0.2	
Black	100	±0	3	10	10	31	47	±9	4.1	±0.2	
Hispanic	100	±1	5	14	11	31	38	±7	3.8	±0.2	
Other Race/Ethnicity	100	±0	3	13	15	29	41	±11	3.9	±0.3	

Note. Percent responding are Service members who answered the question. DoD Services are included only in Total and Total DoD categories.

17. Does your spouse or significant other think you should stay on or leave active duty?



















1. Strongly favors leaving

2. Somewhat favors leaving

3. Has no opinion one way or the other

4. Somewhat favors staying

5. Strongly favors staying

	Percent Responding		Percentages					Max ME	Average Support to Stay		
			1	2	3	4	5				
TOTAL	76	±1	17	17	16	24	26	±1	3.3	±0.1	
TOTAL DOD	76	±1	17	17	16	24	25	±1	3.2	±0.1	
Army	78	±2	21	19	17	23	20	±2	3.0	±0.1	
Navy	75	±2	14	17	16	25	28	±2	3.4	±0.1	
Marine Corps	71	±3	22	18	17	20	23	±4	3.0	±0.1	
Air Force	76	±2	12	16	16	26	30	±2	3.5	±0.1	
COAST GUARD	77	±3	11	14	14	27	34	±4	3.6	±0.2	
PAYGRADE											
Enlisted	75	±4	13	14	13	25	34	±5	3.5	±0.2	
E1 – E4	64	±7	18	17	20	24	22	±8	3.2	±0.3	
E5 – E9	82	±4	10	12	10	26	41	±5	3.8	±0.2	
Officers	88	±5	6	14	14	32	34	±7	3.7	±0.2	
O1 – O3	81	±8	7	11	16	35	30	±11	3.7	±0.3	
O4 – O6	96	±5	8	18	12	26	36	±11	3.6	±0.3	
RACE/ETHNICITY											
White	78	±4	13	14	13	27	33	±5	3.5	±0.2	
Total Minority	76	±5	6	13	15	28	38	±6	3.8	±0.2	
Black	71	±9	6	14	19	24	37	±8	3.7	±0.2	
Hispanic	80	±6	7	10	14	31	37	±9	3.8	±0.2	
Other Race/Ethnicity	74	±10	5	15	12	27	40	±13	3.8	±0.3	



















Note. Percent responding are Service members who answered the question and who were married, separated, or had a significant other (Q10). DoD Services are included only in Total and Total DoD categories.

18. Does your family think you should stay on or leave active duty?

1. Strongly favors leaving
4. Somewhat favors staying

2. Somewhat favors leaving
5. Strongly favors staying

3. Has no opinion one way or the other

	Percent Responding		Percentages					Max ME	Average Support to Stay		
			1	2	3	4	5				
TOTAL	100	±1	14	17	25	23	22	±1	3.2	±0.1	
TOTAL DOD	100	±1	14	17	25	22	21	±1	3.2	±0.1	
Army	100	±1	22	19	24	20	15	±2	2.9	±0.1	
Navy	100	±1	10	15	25	24	27	±2	3.4	±0.1	
Marine Corps	100	±0	17	19	30	19	16	±3	3.0	±0.1	
Air Force	100	±1	8	15	25	25	27	±2	3.5	±0.1	
COAST GUARD	100	±0	5	10	22	27	36	±4	3.8	±0.1	
PAYGRADE											
Enlisted	100	±0	5	10	21	27	37	±4	3.8	±0.1	
E1 – E4	100	±0	6	10	25	25	33	±7	3.7	±0.2	
E5 – E9	100	±0	4	9	18	28	40	±5	3.9	±0.2	
Officers	100	±0	4	10	26	28	33	±7	3.8	±0.2	
O1 – O3	100	±0	2	8	32	27	31	±10	3.8	±0.2	
O4 – O6	100	±0	6	14	18	28	34	±11	3.7	±0.3	
RACE/ETHNICITY											
White	100	±0	5	10	22	28	35	±4	3.8	±0.1	
Total Minority	100	±0	4	8	23	25	40	±5	3.9	±0.2	
Black	100	±0	4	9	28	23	36	±9	3.8	±0.2	
Hispanic	100	±0	6	8	22	26	38	±8	3.8	±0.2	
Other Race/Ethnicity	100	±0	3	7	20	25	45	±11	4.0	±0.3	

Note. Percent responding are Service members who answered the question. DoD Services are included only in Total and Total DoD categories.



















19. How many years of active-duty service have you completed (including enlisted, warrant officer, and commissioned officer time)?

1. Less than 3 years

2. 3 years to less than 6 years

3. 6 years to less than 10 years



















4. 10 or more years

	Percent Responding		Percentages				Max ME	Average Years of Service		
			1	2	3	4				
TOTAL	100	±1	24	26	16	35	±1	8.1	±0.1	
TOTAL DOD	100	±1	24	26	16	34	±1	8.1	±0.1	
Army	100	±1	26	25	16	33	±2	7.8	±0.2	
Navy	100	±1	20	28	16	36	±2	8.5	±0.2	
Marine Corps	99	±1	29	37	12	22	±3	6.2	±0.2	
Air Force	100	±1	23	21	16	40	±1	9.0	±0.2	
COAST GUARD	100	±0	20	24	15	41	±3	9.5	±0.4	
PAYGRADE										
Enlisted	100	±1	23	27	15	35	±4	8.2	±0.4	
E1 – E4	100	±1	49	41	8	3	±7	3.0	±0.3	
E5 – E9	100	±0	4	18	21	58	±5	11.8	±0.7	
Officers	100	±0	8	10	15	68	±7	15.1	±1.2	
O1 – O3	100	±0	16	20	31	33	±10	9.1	±1.5	
O4 – O6	100	±0	1	NR	0	99	±4	19.3	±1.3	
RACE/ETHNICITY										
White	100	±0	20	24	15	41	±4	9.5	±0.5	
Total Minority	100	±1	19	24	16	42	±5	9.5	±0.7	
Black	100	±0	21	14	11	53	±10	11.4	±1.2	
Hispanic	100	±1	21	33	15	31	±8	8.1	±0.9	
Other Race/Ethnicity	100	±0	13	20	20	47	±12	9.9	±1.5	

Note. Percent responding are Service members who answered the question. DoD Services are included only in Total and Total DoD categories.
















NR: Not reportable

20. Do you have children aged 10 or older with whom you talk about careers, jobs, and education?

	Percent Responding		Percentages	Max ME	Percentage Reporting Yes
			Yes		
TOTAL	100	±1	23	±1	
TOTAL DOD	100	±1	23	±1	
Army	100	±1	25	±2	
Navy	100	±1	22	±1	
Marine Corps	100	±1	13	±2	
Air Force	100	±1	24	±1	
COAST GUARD	99	±1	24	±3	
PAYGRADE					
Enlisted	99	±1	19	±3	
E1 – E4	99	±2	4	±4	
E5 – E9	99	±1	30	±5	
Officers	99	±1	40	±7	
O1 – O3	99	±2	16	±9	
O4 – O6	99	±2	56	±11	
RACE/ETHNICITY					
White	99	±1	22	±3	
Total Minority	99	±1	28	±5	
Black	100	±1	36	±7	
Hispanic	98	±2	25	±6	
Other Race/Ethnicity	99	±2	27	±11	

Note. Percent responding are Service members who answered the question. DoD Services are included only in Total and Total DoD categories.

21. When you talk with your children about their future, do you encourage them to consider the military?

	Percent Responding		Percentages	Max ME	Percentage Reporting Yes
			Yes		
TOTAL	22	±1	43	±2	
TOTAL DOD	22	±1	42	±2	
Army	25	±1	40	±3	
Navy	22	±1	44	±3	
Marine Corps	13	±2	41	±6	
Air Force	24	±1	44	±3	
COAST GUARD	23	±3	54	±6	
PAYGRADE					
Enlisted	19	±3	51	±8	
E1 – E4	4	±3	NR		
E5 – E9	30	±4	53	±8	
Officers	40	±7	58	±10	
O1 – O3	16	±7	NR		
O4 – O6	55	±11	63	±14	
RACE/ETHNICITY					
White	22	±3	54	±8	
Total Minority	28	±4	53	±9	
Black	36	±7	47	±11	
Hispanic	24	±6	51	±12	
Other Race/Ethnicity	27	±10	NR		

Note: Percent responding are Service members who answered the question and who have children 10 or older with whom they talk about careers, jobs, and education (Q20). DoD Services are included only in Total and Total DoD categories.

NR: Not reportable



















22. If you had a close personal friend considering active-duty military service, would you recommend that he/she join?

- a. A friend who is White b. A friend who is Black or African American c. A friend who is American Indian or Alaska Native
- d. A friend who is Asian (for example, Asian Indian, Chinese, Filipino, Japanese, Korean, or Vietnamese) e. A friend who is Native Hawaiian or other Pacific Islander (for example, Samoan, Guamanian or Chamorro) f. A friend who is Spanish/Hispanic/Latino

	Percent Responding		Percentages						Max ME
			a	b	c	d	e	f	
TOTAL	99	±1	76	74	72	73	73	74	±1
TOTAL DOD	99	±1	76	74	72	73	72	74	±1
Army	99	±1	71	69	67	68	67	69	±2
Navy	99	±1	77	75	74	76	75	76	±2
Marine Corps	99	±1	72	71	69	70	70	72	±3
Air Force	98	±1	81	79	78	79	78	79	±2
COAST GUARD	98	±1	85	82	81	82	82	83	±3
PAYGRADE									
Enlisted	98	±2	84	80	80	80	80	81	±4
E1 – E4	99	±2	84	78	78	78	79	80	±6
E5 – E9	97	±2	83	82	81	82	80	82	±5
Officers	99	±2	90	89	88	90	89	89	±5
O1 – O3	99	±2	90	90	89	91	89	90	±8
O4 – O6	100	±0	95	94	94	95	95	95	±7
RACE/ETHNICITY									
White	98	±2	85	83	82	83	82	83	±4
Total Minority	98	±2	85	81	78	80	79	82	±5
Black	99	±2	86	79	76	78	77	80	±7
Hispanic	98	±2	87	82	78	80	79	84	±7
Other Race/Ethnicity	98	±4	82	81	81	82	82	81	±10

Note. Percent responding are Service members who answered the question. DoD Services are included only in Total and Total DoD categories.

23. Are you currently in a military work environment where members of your race/ethnicity are uncommon?

	Percent Responding		Percentages	Max ME	Percentage Reporting Yes
			Yes		
TOTAL	100	±1	19	±1	
TOTAL DOD	100	±1	19	±1	
Army	99	±1	20	±2	
Navy	100	±1	20	±2	
Marine Corps	100	±1	18	±3	
Air Force	100	±1	17	±1	
COAST GUARD	99	±1	18	±3	
PAYGRADE					
Enlisted	99	±1	18	±3	
E1 – E4	98	±2	21	±5	
E5 – E9	99	±1	16	±3	
Officers	99	±2	15	±5	
O1 – O3	99	±2	18	±8	
O4 – O6	99	±2	8	±8	
RACE/ETHNICITY					
White	99	±1	9	±3	
Total Minority	99	±1	48	±5	
Black	100	±1	54	±8	
Hispanic	99	±2	46	±7	
Other Race/Ethnicity	99	±2	46	±11	

Note: Percent responding are Service members who answered the question. DoD Services are included only in Total and Total DoD categories.

24. Overall, how satisfied are you with the military way of life?



















1. Very dissatisfied

2. Dissatisfied

3. Neither satisfied nor dissatisfied

4. Satisfied

5. Very satisfied

	Percent Responding		Percentages					Max ME	Average Satisfaction		
			1	2	3	4	5				
TOTAL	100	±1	5	14	17	50	14	±1	3.5	±0.1	
TOTAL DOD	100	±1	5	14	17	50	14	±1	3.5	±0.1	
Army	100	±1	6	16	18	47	12	±2	3.4	±0.1	
Navy	100	±1	5	14	16	50	15	±2	3.6	±0.1	
Marine Corps	100	±1	7	16	19	45	13	±3	3.4	±0.1	
Air Force	100	±1	2	11	14	56	18	±2	3.8	±0.1	
COAST GUARD	99	±1	2	11	14	56	18	±4	3.8	±0.1	
PAYGRADE											
Enlisted	99	±1	2	12	15	56	14	±4	3.7	±0.1	
E1 – E4	99	±2	4	15	19	53	10	±7	3.5	±0.2	
E5 – E9	99	±1	1	11	13	58	18	±5	3.8	±0.1	
Officers	99	±1	1	4	9	54	32	±7	4.1	±0.2	
O1 – O3	99	±2	3	5	10	56	26	±10	4.0	±0.2	
O4 – O6	99	±2	NR	1	8	50	41	±11	4.3	±0.2	
RACE/ETHNICITY											
White	99	±1	2	11	14	55	18	±5	3.8	±0.1	
Total Minority	99	±1	1	8	14	59	18	±5	3.8	±0.1	
Black	100	±1	1	6	14	61	17	±8	3.9	±0.1	
Hispanic	99	±2	2	10	15	57	17	±8	3.8	±0.2	
Other Race/Ethnicity	99	±2	NR	6	13	60	20	±11	3.9	±0.2	

Note. Percent responding are Service members who answered the question. DoD Services are included only in Total and Total DoD categories.

NR: Not reportable

25. How much do you agree or disagree with each of the following statements?**a. I enjoy serving in the military**

1. Strongly disagree

2. Disagree

3. Neither agree nor disagree

4. Agree

5. Strongly agree

	Percent Responding		Percentages					Max ME	Average Agreement		
			1	2	3	4	5				
TOTAL	100	±1	3	6	12	47	32	±1	4.0	±0.1	
TOTAL DOD	100	±1	3	6	12	47	32	±1	4.0	±0.1	
Army	100	±1	3	7	14	46	30	±2	3.9	±0.1	
Navy	100	±1	3	6	13	46	32	±2	4.0	±0.1	
Marine Corps	100	±1	4	7	12	44	33	±4	4.0	±0.1	
Air Force	100	±1	2	5	10	49	35	±2	4.1	±0.1	
COAST GUARD	100	±1	1	3	9	51	35	±4	4.2	±0.1	
PAYGRADE											
Enlisted	100	±1	2	4	11	51	32	±4	4.1	±0.1	
E1 – E4	100	±1	4	4	12	53	27	±7	4.0	±0.2	
E5 – E9	100	±0	0	3	10	51	35	±5	4.2	±0.1	
Officers	100	±0	0	1	3	47	49	±7	4.4	±0.1	
O1 – O3	100	±0	0	2	2	56	40	±10	4.3	±0.2	
O4 – O6	100	±0	NR	0	4	34	62	±11	4.6	±0.2	
RACE/ETHNICITY											
White	100	±0	1	3	9	51	35	±4	4.2	±0.1	
Total Minority	100	±1	1	3	10	49	36	±5	4.2	±0.1	
Black	100	±0	2	3	10	52	33	±8	4.1	±0.2	
Hispanic	100	±1	2	1	12	47	39	±8	4.2	±0.2	
Other Race/Ethnicity	100	±0	1	5	7	52	36	±11	4.2	±0.2	

Note. Percent responding are Service members who answered the question. DoD Services are included only in Total and Total DoD categories.

NR: Not reportable

25. How much do you agree or disagree with each of the following statements?

b. Serving in the military is consistent with my personal goals



















1. Strongly disagree

2. Disagree

3. Neither agree nor disagree

4. Agree

5. Strongly agree

	Percent Responding		Percentages					Max ME	Average Agreement		
			1	2	3	4	5				
TOTAL	99	±1	4	11	18	43	23	±1	3.7	±0.1	
TOTAL DOD	99	±1	4	12	18	42	23	±1	3.7	±0.1	
Army	99	±1	5	12	19	42	21	±2	3.6	±0.1	
Navy	99	±1	5	11	18	43	23	±2	3.7	±0.1	
Marine Corps	100	±1	6	12	20	37	25	±3	3.6	±0.1	
Air Force	99	±1	3	10	17	45	25	±2	3.8	±0.1	
COAST GUARD	99	±1	3	7	17	47	26	±4	3.9	±0.1	
PAYGRADE											
Enlisted	99	±1	3	8	19	47	23	±4	3.8	±0.1	
E1 – E4	99	±2	4	9	20	48	18	±7	3.7	±0.2	
E5 – E9	100	±1	3	8	18	46	26	±5	3.8	±0.1	
Officers	99	±2	1	2	12	45	39	±7	4.2	±0.2	
O1 – O3	100	±0	3	3	14	49	31	±10	4.0	±0.2	
O4 – O6	99	±3	NR	1	10	36	52	±11	4.4	±0.2	
RACE/ETHNICITY											
White	99	±1	3	6	16	47	27	±5	3.9	±0.1	
Total Minority	99	±1	2	10	21	45	22	±5	3.7	±0.1	
Black	100	±1	2	9	24	45	20	±9	3.7	±0.2	
Hispanic	99	±1	2	10	19	47	22	±7	3.7	±0.2	
Other Race/Ethnicity	99	±2	2	11	23	41	23	±11	3.7	±0.3	

Note. Percent responding are Service members who answered the question. DoD Services are included only in Total and Total DoD categories.

NR: Not reportable

25. How much do you agree or disagree with each of the following statements?

c. If I left the military, I would feel like I'm starting all over again



















1. Strongly disagree

2. Disagree

3. Neither agree nor disagree

4. Agree

5. Strongly agree

	Percent Responding		Percentages					Max ME	Average Agreement		
			1	2	3	4	5				
TOTAL	99	±1	9	21	17	30	23	±1	3.4	±0.1	
TOTAL DOD	99	±1	9	21	17	30	23	±1	3.4	±0.1	
Army	100	±1	11	22	18	28	20	±2	3.2	±0.1	
Navy	99	±1	9	21	17	30	23	±2	3.4	±0.1	
Marine Corps	100	±1	11	20	19	28	23	±3	3.3	±0.1	
Air Force	99	±1	7	20	16	34	24	±2	3.5	±0.1	
COAST GUARD	100	±1	5	19	18	32	25	±4	3.5	±0.1	
PAYGRADE											
Enlisted	99	±1	5	20	17	32	26	±4	3.6	±0.1	
E1 – E4	99	±1	7	24	19	29	22	±7	3.3	±0.2	
E5 – E9	100	±1	3	17	17	35	29	±5	3.7	±0.2	
Officers	100	±1	8	18	22	31	20	±7	3.4	±0.2	
O1 – O3	100	±0	12	14	24	32	17	±10	3.3	±0.3	
O4 – O6	99	±2	7	27	21	27	18	±11	3.2	±0.3	
RACE/ETHNICITY											
White	99	±1	5	20	18	32	24	±4	3.5	±0.1	
Total Minority	100	±1	6	17	18	34	26	±5	3.6	±0.2	
Black	99	±1	9	18	18	33	21	±9	3.4	±0.3	
Hispanic	99	±1	4	18	18	32	28	±8	3.6	±0.2	
Other Race/Ethnicity	100	±0	5	14	18	36	27	±11	3.7	±0.3	

Note. Percent responding are Service members who answered the question. DoD Services are included only in Total and Total DoD categories.

25. How much do you agree or disagree with each of the following statements?

d. I would feel guilty if I left the military

1. Strongly disagree

2. Disagree

3. Neither agree nor disagree

4. Agree

5. Strongly agree

	Percent Responding		Percentages					Max ME	Average Agreement		
			1	2	3	4	5				
TOTAL	99	±1	30	31	22	12	6	±1	2.3	±0.1	
TOTAL DOD	99	±1	30	31	22	12	6	±1	2.3	±0.1	
Army	99	±1	31	30	20	12	6	±2	2.3	±0.1	
Navy	99	±1	28	32	24	10	6	±2	2.3	±0.1	
Marine Corps	99	±1	35	27	19	13	5	±4	2.3	±0.1	
Air Force	99	±1	27	32	24	12	5	±2	2.4	±0.1	
COAST GUARD	100	±1	25	33	26	11	4	±4	2.4	±0.1	
PAYGRADE											
Enlisted	100	±1	26	33	26	10	4	±4	2.3	±0.1	
E1 – E4	100	±1	31	34	26	7	3	±7	2.2	±0.2	
E5 – E9	99	±1	23	32	26	13	5	±5	2.5	±0.2	
Officers	100	±1	22	34	27	15	2	±7	2.4	±0.2	
O1 – O3	100	±1	23	34	24	16	3	±10	2.4	±0.3	
O4 – O6	100	±0	23	39	21	13	3	±11	2.3	±0.3	
RACE/ETHNICITY											
White	100	±1	25	34	26	11	4	±4	2.4	±0.1	
Total Minority	99	±1	26	31	28	11	5	±5	2.4	±0.2	
Black	100	±1	31	34	23	6	5	±9	2.2	±0.2	
Hispanic	99	±2	25	30	29	12	4	±8	2.4	±0.2	
Other Race/Ethnicity	100	±0	22	31	30	13	4	±11	2.5	±0.3	

Note. Percent responding are Service members who answered the question. DoD Services are included only in Total and Total DoD categories.

25. How much do you agree or disagree with each of the following statements?

e. Generally, on a day-to-day basis, I am happy with my life in the military

1. Strongly disagree

2. Disagree

3. Neither agree nor disagree

4. Agree

5. Strongly agree

	Percent Responding		Percentages					Max ME	Average Agreement		
			1	2	3	4	5				
TOTAL	100	±1	6	12	19	47	15	±1	3.5	±0.1	
TOTAL DOD	100	±1	6	12	19	47	15	±1	3.5	±0.1	
Army	100	±1	8	13	21	45	12	±2	3.4	±0.1	
Navy	100	±1	6	12	19	48	16	±2	3.6	±0.1	
Marine Corps	100	±1	7	15	21	40	17	±3	3.4	±0.1	
Air Force	100	±1	3	11	16	52	18	±2	3.7	±0.1	
COAST GUARD	100	±1	2	10	15	55	18	±4	3.8	±0.1	
PAYGRADE											
Enlisted	99	±1	2	11	16	55	15	±4	3.7	±0.1	
E1 – E4	99	±2	4	14	19	51	12	±7	3.5	±0.2	
E5 – E9	100	±1	1	10	14	57	18	±5	3.8	±0.1	
Officers	100	±1	1	3	9	58	29	±7	4.1	±0.1	
O1 – O3	100	±0	2	4	8	65	20	±10	4.0	±0.2	
O4 – O6	100	±0	NR	4	6	50	41	±11	4.3	±0.2	
RACE/ETHNICITY											
White	100	±1	2	10	15	55	18	±4	3.8	±0.1	
Total Minority	99	±1	3	7	14	58	18	±5	3.8	±0.1	
Black	100	±0	2	7	13	61	18	±8	3.9	±0.2	
Hispanic	99	±1	4	9	16	54	17	±7	3.7	±0.2	
Other Race/Ethnicity	100	±1	NR	6	11	61	20	±11	3.9	±0.2	

Note. Percent responding are Service members who answered the question. DoD Services are included only in Total and Total DoD categories.

NR: Not reportable

25. How much do you agree or disagree with each of the following statements?

f. It would be difficult for me to leave the military and give up the benefits that are available in the Service



















1. Strongly disagree

2. Disagree

3. Neither agree nor disagree

4. Agree

5. Strongly agree

	Percent Responding		Percentages					Max ME	Average Agreement		
			1	2	3	4	5				
TOTAL	100	±1	10	20	18	33	20	±1	3.3	±0.1	
TOTAL DOD	100	±1	10	20	18	32	20	±1	3.3	±0.1	
Army	100	±1	12	23	18	31	16	±2	3.1	±0.1	
Navy	100	±1	9	19	17	34	21	±2	3.4	±0.1	
Marine Corps	100	±1	15	22	20	26	16	±3	3.1	±0.1	
Air Force	100	±1	7	16	16	37	24	±2	3.5	±0.1	
COAST GUARD	100	±1	5	14	18	35	28	±4	3.7	±0.1	
PAYGRADE											
Enlisted	100	±1	5	13	18	34	29	±4	3.7	±0.1	
E1 – E4	99	±2	7	16	19	29	29	±7	3.6	±0.2	
E5 – E9	100	±1	4	11	17	38	29	±5	3.8	±0.2	
Officers	100	±0	3	18	18	40	21	±7	3.6	±0.2	
O1 – O3	100	±0	2	18	22	36	22	±10	3.6	±0.3	
O4 – O6	100	±0	7	19	13	42	19	±11	3.5	±0.3	
RACE/ETHNICITY											
White	100	±1	5	14	18	35	27	±4	3.6	±0.1	
Total Minority	100	±1	4	13	18	36	29	±5	3.7	±0.2	
Black	100	±0	5	15	22	36	23	±8	3.6	±0.2	
Hispanic	100	±1	5	11	15	37	32	±8	3.8	±0.2	
Other Race/Ethnicity	100	±0	1	14	19	35	31	±11	3.8	±0.3	

Note. Percent responding are Service members who answered the question. DoD Services are included only in Total and Total DoD categories.

25. How much do you agree or disagree with each of the following statements?

g. I would not leave the military right now because I have a sense of obligation to the people in it

1. Strongly disagree

2. Disagree

3. Neither agree nor disagree

4. Agree

5. Strongly agree

	Percent Responding		Percentages					Max ME	Average Agreement		
			1	2	3	4	5				
TOTAL	100	±1	13	22	27	26	13	±1	3.0	±0.1	
TOTAL DOD	100	±1	13	22	26	26	13	±1	3.0	±0.1	
Army	100	±1	14	21	26	26	13	±2	3.0	±0.1	
Navy	100	±1	12	24	27	24	13	±2	3.0	±0.1	
Marine Corps	100	±1	16	22	25	25	13	±3	3.0	±0.1	
Air Force	100	±1	11	22	28	27	13	±2	3.1	±0.1	
COAST GUARD	100	±1	10	26	31	25	8	±4	3.0	±0.1	
PAYGRADE											
Enlisted	100	±1	11	26	32	24	8	±4	2.9	±0.1	
E1 – E4	100	±1	14	26	31	22	8	±7	2.8	±0.2	
E5 – E9	100	±0	9	26	32	25	8	±5	3.0	±0.2	
Officers	100	±0	5	26	29	32	8	±7	3.1	±0.2	
O1 – O3	100	±0	7	32	30	28	4	±10	2.9	±0.2	
O4 – O6	100	±0	6	27	20	37	10	±11	3.2	±0.3	
RACE/ETHNICITY											
White	100	±0	10	26	32	25	8	±4	3.0	±0.1	
Total Minority	100	±1	9	26	28	27	9	±5	3.0	±0.2	
Black	100	±0	14	28	30	19	10	±9	2.8	±0.2	
Hispanic	100	±1	8	24	29	31	7	±8	3.1	±0.2	
Other Race/Ethnicity	100	±0	7	28	26	28	10	±11	3.1	±0.3	

Note. Percent responding are Service members who answered the question. DoD Services are included only in Total and Total DoD categories.

25. How much do you agree or disagree with each of the following statements?

h. I really feel as if the military's values are my own

1. Strongly disagree

2. Disagree

3. Neither agree nor disagree

4. Agree

5. Strongly agree

	Percent Responding		Percentages					Max ME	Average Agreement		
			1	2	3	4	5				
TOTAL	100	±1	6	9	23	41	20	±1	3.6	±0.1	
TOTAL DOD	100	±1	6	9	23	41	21	±1	3.6	±0.1	
Army	99	±1	5	8	20	43	24	±2	3.7	±0.1	
Navy	100	±1	8	11	25	39	16	±2	3.4	±0.1	
Marine Corps	100	±1	9	9	25	37	21	±3	3.5	±0.1	
Air Force	99	±1	5	9	23	42	20	±2	3.6	±0.1	
COAST GUARD	100	±1	4	9	25	45	16	±4	3.6	±0.1	
PAYGRADE											
Enlisted	100	±1	5	10	26	45	15	±4	3.6	±0.1	
E1 – E4	100	±1	4	10	28	48	11	±7	3.5	±0.2	
E5 – E9	100	±1	5	10	25	43	17	±5	3.6	±0.1	
Officers	100	±0	2	7	21	48	23	±7	3.8	±0.2	
O1 – O3	100	±0	2	11	25	46	16	±10	3.6	±0.2	
O4 – O6	100	±0	NR	4	15	51	30	±11	4.1	±0.2	
RACE/ETHNICITY											
White	100	±1	4	9	26	45	16	±4	3.6	±0.1	
Total Minority	100	±1	5	10	22	46	17	±5	3.6	±0.2	
Black	100	±1	5	10	26	43	16	±9	3.6	±0.2	
Hispanic	99	±1	4	9	21	48	18	±7	3.7	±0.2	
Other Race/Ethnicity	100	±0	7	13	20	44	15	±11	3.5	±0.3	

Note. Percent responding are Service members who answered the question. DoD Services are included only in Total and Total DoD categories.

NR: Not reportable

25. How much do you agree or disagree with each of the following statements?

i. I would have difficulty finding a job if I left the military

1. Strongly disagree

2. Disagree

3. Neither agree nor disagree

4. Agree

5. Strongly agree

	Percent Responding		Percentages					Max ME	Average Agreement		
			1	2	3	4	5				
TOTAL	99	±1	40	33	16	8	4	±1	2.0	±0.1	
TOTAL DOD	99	±1	40	33	16	7	4	±1	2.0	±0.1	
Army	99	±1	44	31	14	7	4	±2	1.9	±0.1	
Navy	99	±1	38	33	17	8	4	±2	2.1	±0.1	
Marine Corps	99	±1	44	32	15	5	3	±4	1.9	±0.1	
Air Force	99	±1	37	34	16	9	4	±2	2.1	±0.1	
COAST GUARD	100	±1	31	35	19	9	6	±4	2.2	±0.1	
PAYGRADE											
Enlisted	100	±1	29	34	21	10	6	±4	2.3	±0.1	
E1 – E4	100	±1	27	35	21	8	8	±7	2.4	±0.2	
E5 – E9	100	±1	31	33	20	11	5	±5	2.3	±0.2	
Officers	100	±0	36	42	14	5	3	±7	2.0	±0.2	
O1 – O3	100	±0	35	44	17	2	3	±10	1.9	±0.2	
O4 – O6	100	±0	45	46	5	3	0	±11	1.7	±0.2	
RACE/ETHNICITY											
White	100	±1	32	35	19	9	5	±4	2.2	±0.1	
Total Minority	100	±1	25	38	21	8	7	±5	2.4	±0.2	
Black	100	±1	24	38	21	7	10	±9	2.4	±0.3	
Hispanic	100	±1	26	41	20	9	3	±8	2.2	±0.2	
Other Race/Ethnicity	100	±0	23	34	23	8	11	±11	2.5	±0.3	

Note. Percent responding are Service members who answered the question. DoD Services are included only in Total and Total DoD categories.

25. How much do you agree or disagree with each of the following statements?

j. Generally, on a day-to-day basis, I am proud to be in the military

1. Strongly disagree

2. Disagree

3. Neither agree nor disagree

4. Agree

5. Strongly agree

	Percent Responding		Percentages					Max ME	Average Agreement		
			1	2	3	4	5				
TOTAL	100	±1	2	3	11	42	42	±1	4.2	±0.1	
TOTAL DOD	100	±1	2	3	11	42	42	±1	4.2	±0.1	
Army	100	±1	2	3	13	42	41	±2	4.2	±0.1	
Navy	100	±1	2	3	11	43	40	±2	4.2	±0.1	
Marine Corps	100	±1	2	4	12	36	46	±3	4.2	±0.1	
Air Force	100	±1	1	2	10	43	44	±2	4.3	±0.1	
COAST GUARD	100	±1	1	2	8	48	41	±4	4.3	±0.1	
PAYGRADE											
Enlisted	100	±1	1	2	10	49	38	±4	4.2	±0.1	
E1 – E4	100	±1	2	3	10	49	36	±7	4.2	±0.2	
E5 – E9	100	±1	0	2	10	49	39	±5	4.3	±0.1	
Officers	100	±1	0	1	3	43	54	±7	4.5	±0.1	
O1 – O3	99	±2	0	1	2	50	47	±10	4.4	±0.2	
O4 – O6	100	±0	NR	1	1	36	61	±11	4.6	±0.2	
RACE/ETHNICITY											
White	100	±1	1	2	8	48	41	±4	4.3	±0.1	
Total Minority	99	±1	1	2	10	46	41	±5	4.3	±0.1	
Black	100	±0	2	2	11	42	43	±8	4.2	±0.2	
Hispanic	99	±1	1	1	13	46	39	±8	4.2	±0.2	
Other Race/Ethnicity	99	±2	NR	1	4	52	43	±11	4.4	±0.2	

Note. Percent responding are Service members who answered the question. DoD Services are included only in Total and Total DoD categories.

NR: Not reportable

25. How much do you agree or disagree with each of the following statements?

k. If I left the military, I would feel like I had let my country down

1. Strongly disagree

2. Disagree

3. Neither agree nor disagree

4. Agree

5. Strongly agree

	Percent Responding		Percentages					Max ME	Average Agreement		
			1	2	3	4	5				
TOTAL	100	±1	31	36	19	10	5	±1	2.2	±0.1	
TOTAL DOD	100	±1	31	35	19	10	5	±1	2.2	±0.1	
Army	100	±1	31	35	19	10	5	±2	2.2	±0.1	
Navy	100	±1	30	36	20	10	5	±2	2.2	±0.1	
Marine Corps	100	±1	36	35	16	8	5	±3	2.1	±0.1	
Air Force	100	±1	30	36	20	10	5	±2	2.2	±0.1	
COAST GUARD	100	±1	27	39	22	9	3	±4	2.2	±0.1	
PAYGRADE											
Enlisted	100	±1	29	37	23	9	3	±4	2.2	±0.1	
E1 – E4	100	±1	29	35	25	8	3	±7	2.2	±0.2	
E5 – E9	100	±0	28	38	22	9	3	±5	2.2	±0.1	
Officers	100	±0	21	48	20	9	2	±7	2.2	±0.2	
O1 – O3	100	±0	24	44	21	8	2	±10	2.2	±0.2	
O4 – O6	100	±0	20	56	14	8	2	±11	2.2	±0.2	
RACE/ETHNICITY											
White	100	±1	27	39	22	9	3	±4	2.2	±0.1	
Total Minority	100	±1	27	39	22	9	3	±5	2.2	±0.2	
Black	100	±0	35	38	20	4	2	±8	2.0	±0.2	
Hispanic	100	±1	26	38	22	9	5	±7	2.3	±0.2	
Other Race/Ethnicity	100	±0	22	39	25	13	2	±11	2.3	±0.3	

Note. Percent responding are Service members who answered the question. DoD Services are included only in Total and Total DoD categories.

25. How much do you agree or disagree with each of the following statements?

I. I continue to serve in the military because leaving would require considerable sacrifice

1. Strongly disagree

2. Disagree

3. Neither agree nor disagree

4. Agree

5. Strongly agree

	Percent Responding		Percentages					Max ME	Average Agreement		
			1	2	3	4	5				
TOTAL	100	±1	20	33	25	16	6	±1	2.6	±0.1	
TOTAL DOD	100	±1	20	33	25	16	6	±1	2.5	±0.1	
Army	100	±1	23	33	24	14	5	±2	2.5	±0.1	
Navy	100	±1	18	33	25	17	7	±2	2.6	±0.1	
Marine Corps	100	±1	26	34	24	11	5	±3	2.4	±0.1	
Air Force	100	±1	16	33	26	18	7	±2	2.7	±0.1	
COAST GUARD	100	±1	13	33	29	19	7	±4	2.7	±0.1	
PAYGRADE											
Enlisted	100	±1	12	30	30	20	8	±4	2.8	±0.1	
E1 – E4	100	±1	14	31	30	18	8	±7	2.8	±0.2	
E5 – E9	100	±1	10	30	30	21	8	±5	2.9	±0.2	
Officers	100	±0	18	42	25	14	1	±7	2.4	±0.2	
O1 – O3	100	±0	22	44	22	12	1	±10	2.3	±0.2	
O4 – O6	100	±0	16	43	19	21	1	±11	2.5	±0.3	
RACE/ETHNICITY											
White	100	±1	14	34	29	18	6	±4	2.7	±0.1	
Total Minority	99	±1	11	29	29	22	9	±5	2.9	±0.2	
Black	100	±0	14	29	26	19	12	±9	2.9	±0.3	
Hispanic	100	±1	11	27	30	26	7	±8	2.9	±0.2	
Other Race/Ethnicity	99	±2	8	34	29	18	11	±11	2.9	±0.3	

Note. Percent responding are Service members who answered the question. DoD Services are included only in Total and Total DoD categories.

25. How much do you agree or disagree with each of the following statements?

m. I feel like being a member of the military can help me achieve what I want in life

1. Strongly disagree

2. Disagree

3. Neither agree nor disagree

4. Agree

5. Strongly agree

	Percent Responding		Percentages					Max ME	Average Agreement		
			1	2	3	4	5				
TOTAL	100	±1	6	9	22	46	18	±1	3.6	±0.1	
TOTAL DOD	100	±1	6	9	22	46	18	±1	3.6	±0.1	
Army	100	±1	7	10	23	43	17	±2	3.5	±0.1	
Navy	100	±1	5	8	20	48	19	±2	3.7	±0.1	
Marine Corps	100	±1	8	9	23	41	20	±3	3.6	±0.1	
Air Force	100	±1	4	8	21	48	19	±2	3.7	±0.1	
COAST GUARD	100	±1	3	9	23	50	16	±4	3.7	±0.1	
PAYGRADE											
Enlisted	100	±1	3	9	24	48	16	±4	3.7	±0.1	
E1 – E4	100	±1	3	10	23	48	16	±7	3.6	±0.2	
E5 – E9	100	±1	2	9	25	48	16	±5	3.7	±0.1	
Officers	100	±1	3	6	17	56	19	±7	3.8	±0.2	
O1 – O3	100	±1	4	7	19	55	15	±10	3.7	±0.2	
O4 – O6	100	±0	1	3	13	60	22	±11	4.0	±0.2	
RACE/ETHNICITY											
White	100	±1	2	9	24	49	16	±4	3.7	±0.1	
Total Minority	100	±1	3	7	18	52	20	±5	3.8	±0.1	
Black	99	±1	3	5	17	49	26	±8	3.9	±0.2	
Hispanic	99	±1	4	8	18	51	20	±7	3.8	±0.2	
Other Race/Ethnicity	100	±0	4	8	19	55	14	±11	3.7	±0.3	

Note. Percent responding are Service members who answered the question. DoD Services are included only in Total and Total DoD categories.

25. How much do you agree or disagree with each of the following statements?

n. One of the problems with leaving the military would be the lack of available alternatives

1. Strongly disagree
4. Agree

2. Disagree
5. Strongly agree

3. Neither agree nor disagree

	Percent Responding		Percentages					Max ME	Average Agreement		
			1	2	3	4	5				
TOTAL	99	±1	25	34	21	15	5	±1	2.4	±0.1	
TOTAL DOD	99	±1	25	34	21	15	5	±1	2.4	±0.1	
Army	100	±1	28	34	20	13	4	±2	2.3	±0.1	
Navy	99	±1	23	35	21	17	5	±2	2.5	±0.1	
Marine Corps	99	±1	30	33	20	13	3	±3	2.3	±0.1	
Air Force	99	±1	22	34	22	16	5	±2	2.5	±0.1	
COAST GUARD	100	±1	19	35	23	18	6	±4	2.6	±0.1	
PAYGRADE											
Enlisted	99	±1	16	34	25	19	7	±4	2.7	±0.1	
E1 – E4	100	±1	13	34	25	20	8	±7	2.7	±0.2	
E5 – E9	99	±1	18	33	25	19	6	±5	2.6	±0.2	
Officers	100	±1	31	41	15	11	2	±7	2.1	±0.2	
O1 – O3	100	±1	26	46	18	9	NR	±10	2.1	±0.2	
O4 – O6	100	±0	43	43	3	10	1	±11	1.8	±0.2	
RACE/ETHNICITY											
White	100	±1	20	36	21	17	6	±4	2.5	±0.1	
Total Minority	98	±2	15	32	28	19	6	±5	2.7	±0.2	
Black	99	±1	16	26	30	20	8	±9	2.8	±0.2	
Hispanic	97	±5	13	35	28	19	5	±8	2.7	±0.2	
Other Race/Ethnicity	100	±0	17	32	25	18	7	±11	2.7	±0.3	

Note. Percent responding are Service members who answered the question. DoD Services are included only in Total and Total DoD categories.
NR: Not reportable

25. How much do you agree or disagree with each of the following statements?

o. I am committed to making the military my career

1. Strongly disagree

2. Disagree

3. Neither agree nor disagree

4. Agree

5. Strongly agree

	Percent Responding		Percentages					Max ME	Average Agreement		
			1	2	3	4	5				
TOTAL	99	±1	16	12	24	24	24	±1	3.3	±0.1	
TOTAL DOD	99	±1	16	12	24	24	24	±1	3.3	±0.1	
Army	100	±1	18	12	25	24	21	±2	3.2	±0.1	
Navy	99	±1	14	11	24	24	26	±2	3.4	±0.1	
Marine Corps	99	±1	26	16	23	16	19	±4	2.8	±0.1	
Air Force	99	±1	10	10	25	29	27	±2	3.5	±0.1	
COAST GUARD	100	±1	9	10	23	30	28	±3	3.6	±0.1	
PAYGRADE											
Enlisted	100	±1	10	11	25	29	25	±4	3.5	±0.1	
E1 – E4	100	±1	18	17	34	18	14	±7	2.9	±0.2	
E5 – E9	99	±1	5	7	18	36	34	±5	3.9	±0.2	
Officers	100	±1	2	7	15	37	39	±7	4.0	±0.2	
O1 – O3	100	±1	3	11	27	36	22	±10	3.6	±0.2	
O4 – O6	99	±2	1	2	5	45	47	±11	4.3	±0.2	
RACE/ETHNICITY											
White	99	±1	9	11	23	30	28	±4	3.6	±0.1	
Total Minority	100	±1	7	9	22	32	29	±5	3.7	±0.2	
Black	99	±1	7	5	24	34	30	±10	3.8	±0.3	
Hispanic	100	±1	9	10	24	30	27	±7	3.6	±0.2	
Other Race/Ethnicity	100	±0	4	12	19	32	32	±11	3.8	±0.3	

Note. Percent responding are Service members who answered the question. DoD Services are included only in Total and Total DoD categories.

25. How much do you agree or disagree with each of the following statements?

p. My Service's evaluation/selection system is effective in promoting its best members

1. Strongly disagree

2. Disagree

3. Neither agree nor disagree

4. Agree

5. Strongly agree

	Percent Responding		Percentages					Max ME	Average Agreement		
			1	2	3	4	5				
TOTAL	99	±1	24	25	22	23	6	±1	2.6	±0.1	
TOTAL DOD	99	±1	24	25	22	23	6	±1	2.6	±0.1	
Army	99	±1	27	25	22	20	6	±2	2.5	±0.1	
Navy	99	±1	24	26	21	24	6	±2	2.6	±0.1	
Marine Corps	100	±1	22	23	22	26	8	±3	2.8	±0.1	
Air Force	99	±1	20	26	24	25	5	±2	2.7	±0.1	
COAST GUARD	99	±1	20	25	24	25	6	±3	2.7	±0.1	
PAYGRADE											
Enlisted	99	±1	23	24	24	23	6	±4	2.6	±0.1	
E1 – E4	100	±1	19	17	35	24	5	±7	2.8	±0.2	
E5 – E9	99	±1	26	29	17	22	6	±5	2.5	±0.2	
Officers	99	±2	10	27	23	33	7	±7	3.0	±0.2	
O1 – O3	99	±3	12	28	31	26	4	±10	2.8	±0.2	
O4 – O6	100	±0	7	26	13	43	11	±11	3.2	±0.3	
RACE/ETHNICITY											
White	99	±1	21	25	23	25	6	±4	2.7	±0.1	
Total Minority	99	±1	17	25	27	25	6	±5	2.8	±0.2	
Black	99	±2	18	22	23	31	6	±9	2.8	±0.3	
Hispanic	99	±2	15	24	31	23	7	±8	2.8	±0.2	
Other Race/Ethnicity	100	±0	18	30	25	23	5	±11	2.7	±0.3	

Note. Percent responding are Service members who answered the question. DoD Services are included only in Total and Total DoD categories.

25. How much do you agree or disagree with each of the following statements?

q. I am proud to tell others that I am a member of my Service

1. Strongly disagree

2. Disagree

3. Neither agree nor disagree

4. Agree



















5. Strongly agree

	Percent Responding		Percentages					Max ME	Average Agreement		
			1	2	3	4	5				
TOTAL	100	±1	1	2	11	37	49	±1	4.3	±0.1	
TOTAL DOD	100	±1	1	2	11	37	49	±1	4.3	±0.1	
Army	100	±1	1	2	12	38	47	±2	4.3	±0.1	
Navy	100	±1	2	2	12	39	45	±2	4.2	±0.1	
Marine Corps	100	±1	2	2	9	26	61	±4	4.4	±0.1	
Air Force	100	±1	1	1	9	39	50	±2	4.4	±0.1	
COAST GUARD	100	±1	1	1	11	40	48	±4	4.3	±0.1	
PAYGRADE											
Enlisted	100	±1	1	1	12	42	44	±4	4.3	±0.1	
E1 – E4	100	±1	2	1	14	41	43	±7	4.2	±0.2	
E5 – E9	100	±0	0	1	10	43	46	±5	4.3	±0.1	
Officers	100	±1	0	0	7	32	61	±7	4.5	±0.1	
O1 – O3	100	±1	0	0	7	41	52	±10	4.5	±0.2	
O4 – O6	100	±0	NR	NR	6	25	69	±11	4.6	±0.2	
RACE/ETHNICITY											
White	100	±0	1	1	11	40	48	±4	4.3	±0.1	
Total Minority	100	±1	0	2	10	40	47	±5	4.3	±0.1	
Black	100	±1	0	1	10	45	44	±8	4.3	±0.1	
Hispanic	100	±1	1	2	11	36	50	±7	4.3	±0.2	
Other Race/Ethnicity	100	±0	NR	2	8	43	48	±11	4.4	±0.2	

Note. Percent responding are Service members who answered the question. DoD Services are included only in Total and Total DoD categories.

NR: Not reportable

25. Affective Commitment scale: Constructed from Q25a, Q25b, Q25e, Q25h, Q25j, and Q25m. Affective Commitment can be defined as an emotional attachment to, an identification with, and an involvement in an organization.

	Percent Responding		Mean	Max ME	Affective Commitment
TOTAL	100	±1	3.8	±0.1	
TOTAL DOD	100	±1	3.8	±0.1	
Army	100	±1	3.7	±0.1	
Navy	100	±1	3.7	±0.1	
Marine Corps	100	±1	3.7	±0.1	
Air Force	100	±1	3.9	±0.1	
COAST GUARD	100	±1	3.9	±0.1	
PAYGRADE					
Enlisted	100	±1	3.8	±0.1	
E1 – E4	100	±1	3.7	±0.1	
E5 – E9	100	±0	3.9	±0.1	
Officers	100	±0	4.1	±0.1	
O1 – O3	100	±0	4.0	±0.2	
O4 – O6	100	±0	4.3	±0.2	
RACE/ETHNICITY					
White	100	±0	3.9	±0.1	
Total Minority	100	±1	3.9	±0.1	
Black	100	±0	3.9	±0.1	
Hispanic	100	±1	3.9	±0.1	
Other Race/Ethnicity	100	±0	3.9	±0.2	



















Note. Percent responding are Service members who answered the question. The scale ranges from 1 to 5. Higher scores indicate stronger Affective Commitment. Cronbach's coefficient alpha = 0.88. DoD Services are included only in Total and Total DoD categories.

25. Continuance Commitment scale: Constructed from Q25c, Q25f, Q25i, Q25l, and Q25n. Continuance Commitment can be defined as an attachment based on the perceived costs of leaving an organization.

	Percent Responding		Mean	Max ME	Continuance Commitment
TOTAL	100	±1	2.7	±0.1	
TOTAL DOD	100	±1	2.7	±0.1	
Army	100	±1	2.6	±0.1	
Navy	100	±1	2.8	±0.1	
Marine Corps	100	±1	2.6	±0.1	
Air Force	100	±1	2.9	±0.1	
COAST GUARD	100	±1	2.9	±0.1	
PAYGRADE					
Enlisted	100	±1	3.0	±0.1	
E1 – E4	100	±1	3.0	±0.2	
E5 – E9	100	±0	3.0	±0.1	
Officers	100	±0	2.7	±0.1	
O1 – O3	100	±0	2.6	±0.2	
O4 – O6	100	±0	2.5	±0.2	
RACE/ETHNICITY					
White	100	±0	2.9	±0.1	
Total Minority	100	±1	3.1	±0.1	
Black	100	±0	3.0	±0.2	
Hispanic	100	±1	3.0	±0.1	
Other Race/Ethnicity	100	±0	3.1	±0.2	

Note. Percent responding are Service members who answered the question. The scale ranges from 1 to 5. Higher scores indicate stronger Continuance Commitment. Cronbach's coefficient alpha = 0.80. DoD Services are included only in Total and Total DoD categories.

25. Normative Commitment scale: Constructed from Q25d, Q25g, and Q25k. Normative Commitment can be defined as a sense of obligation to remain in an organization.

	Percent Responding		Mean	Max ME	Normative Commitment
TOTAL	100	±1	2.5	±0.1	
TOTAL DOD	100	±1	2.5	±0.1	
Army	100	±1	2.5	±0.1	
Navy	100	±1	2.5	±0.1	
Marine Corps	100	±1	2.5	±0.1	
Air Force	100	±1	2.6	±0.1	
COAST GUARD	100	±1	2.5	±0.1	
PAYGRADE					
Enlisted	100	±1	2.5	±0.1	
E1 – E4	100	±1	2.4	±0.2	
E5 – E9	100	±0	2.5	±0.1	
Officers	100	±0	2.6	±0.2	
O1 – O3	100	±0	2.5	±0.2	
O4 – O6	100	±0	2.6	±0.2	
RACE/ETHNICITY					
White	100	±0	2.5	±0.1	
Total Minority	100	±1	2.5	±0.1	
Black	100	±0	2.3	±0.2	
Hispanic	100	±1	2.6	±0.2	
Other Race/Ethnicity	100	±0	2.6	±0.3	

Note. Percent responding are Service members who answered the question. The scale ranges from 1 to 5. Higher scores indicate stronger Normative Commitment. Cronbach's coefficient alpha = 0.80. DoD Services are included only in Total and Total DoD categories.

26. Where is your permanent duty station located?

1. In one of the 50 states, D.C., Puerto Rico, or a U.S. territory or possession
2. Europe (e.g., Bosnia-Herzegovina, Germany, Italy, Serbia, United Kingdom)
3. Former Soviet Union (e.g., Russia, Tajikistan, Uzbekistan)
4. East Asia and Pacific (e.g., Australia, Japan, Korea)
5. North Africa, Near East or South Asia (e.g., Bahrain, Diego Garcia, Kuwait, Saudi Arabia)
6. Sub-Saharan Africa (e.g., Kenya, South Africa)
7. Western Hemisphere (e.g., Cuba, Honduras, Peru)
8. Other or not sure

	Percent Responding		Percentages								Max ME
			1	2	3	4	5	6	7	8	
TOTAL	100	±1	83	8	0	7	1	0	0	1	±1
TOTAL DOD	100	±1	83	8	0	7	1	0	0	1	±1
Army	99	±1	78	14	0	6	1	0	0	1	±1
Navy	100	±1	89	3	0	6	1	0	0	1	±1
Marine Corps	99	±1	87	0	0	10	1	0	1	1	±3
Air Force	100	±1	82	10	0	7	0	0	0	0	±1
COAST GUARD	100	±1	100	0	0	0	0	0	0	0	±1
PAYGRADE											
Enlisted	100	±1	99	0°	0°	0	0°	0°	0°	1	±1
E1 – E4	100	±1	99	0°	0°	0	0°	0°	0°	1	±3
E5 – E9	100	±0	100	0°	0°	0	0°	0°	0°	0	±2
Officers	100	±1	100	0°	0°	0	0°	0°	0°	0	±0
O1 – O3	100	±0	100	0°	0°	0	0°	0°	0°	0	±0
O4 – O6	100	±0	NR	0°	0°	NR	0°	0°	0°	NR	±0
RACE/ETHNICITY											
White	100	±0	100	0°	0°	0	0°	0°	0°	0	±2
Total Minority	99	±1	100	0°	0°	0	0°	0°	0°	0	±1
Black	100	±1	100	0°	0°	0	0°	0°	0°	0	±0
Hispanic	99	±1	99	0°	0°	0	0°	0°	0°	0	±2
Other Race/Ethnicity	100	±0	NR	0°	0°	NR	0°	0°	0°	NR	±0

Note. Percent responding are Service members who answered the question. DoD Services are included only in Total and Total DoD categories.

NR: Not reportable

° Response option never endorsed.



















27. Where do you live at your permanent duty station?

1. Aboard ship
2. Barracks/dorm/BEQ/UEPH/BOQ/UOP
H military facility
3. Military family housing, on base
4. Military family housing, off base
5. Privatized military housing that you
rent on base
6. Privatized military housing that you rent
off base
7. Civilian housing that you own or pay a
mortgage on
8. Civilian housing that you rent
9. Other

	Percent Responding		Percentages									Max ME
			1	2	3	4	5	6	7	8	9	
TOTAL	100	±0	2	20	15	4	1	1	22	33	1	±1
TOTAL DOD	100	±1	2	21	16	4	1	2	21	32	1	±1
Army	100	±1	0	26	19	4	2	1	17	29	1	±2
Navy	100	±1	9	11	8	6	0	2	24	39	1	±2
Marine Corps	100	±1	0	41	15	2	1	1	16	23	1	±3
Air Force	100	±1	0	15	19	3	1	1	27	33	1	±2
COAST GUARD	100	±1	2	4	6	6	0	1	29	52	1	±4
PAYGRADE												
Enlisted	100	±1	2	4	6	6	0	1	22	56	1	±4
E1 – E4	100	±0	2	9	4	7	0	1	6	70	2	±7
E5 – E9	100	±1	3	1	7	6	0	1	34	47	1	±5
Officers	100	±0	0	1	4	3	0	1	55	36	1	±7
O1 – O3	100	±0	0	0	0	1	0	0	50	47	0	±10
O4 – O6	100	±0	NR	NR	4	5	NR	1	59	31	NR	±11
RACE/ETHNICITY												
White	100	±1	2	3	5	5	0	1	29	53	1	±4
Total Minority	100	±0	1	4	7	7	1	1	30	49	1	±5
Black	100	±0	2	5	5	2	1	1	32	50	2	±8
Hispanic	100	±0	0	3	10	9	2	1	24	49	2	±7
Other Race/Ethnicity	100	±0	NR	3	4	8	NR	2	35	46	0	±11

Note. Percent responding are Service members who answered the question. DoD Services are included only in Total and Total DoD categories.
NR: Not reportable

28. In the past 12 months, how many nights have you been away from your permanent duty station because of your military duties?1. 0 nights
4. 90-179 nights2. 1-29 nights
5. 180-269 nights3. 30-89 nights
6. 270-365 nights

	Percent Responding		Percentages						Max ME	Average Number of Nights Away		
			1	2	3	4	5	6				
TOTAL	99	±1	32	19	19	15	10	4	±1	65.2	±1.6	
TOTAL DOD	99	±1	32	19	19	15	10	5	±1	65.6	±1.6	
Army	99	±1	26	18	22	14	9	10	±2	82.3	±3.4	
Navy	99	±1	37	17	15	14	14	2	±2	62.3	±2.4	
Marine Corps	99	±1	27	19	17	12	21	4	±3	80.5	±6.6	
Air Force	100	±1	36	22	20	17	4	0	±2	41.0	±1.4	
COAST GUARD	100	±0	24	30	25	12	8	1	±4	49.3	±4.4	
PAYGRADE												
Enlisted	100	±1	28	27	23	12	9	1	±4	50.0	±5.2	
E1 – E4	100	±1	33	24	20	12	9	2	±7	51.3	±9.3	
E5 – E9	100	±0	24	30	25	13	9	0	±5	49.1	±6.1	
Officers	100	±0	9	39	34	12	6	0	±7	46.7	±7.2	
O1 – O3	100	±0	10	36	33	12	9	0	±10	53.4	±12.0	
O4 – O6	100	±0	9	38	38	14	1	NR	±11	39.6	±8.8	
RACE/ETHNICITY												
White	100	±0	22	31	26	13	8	1	±4	49.5	±5.3	
Total Minority	100	±1	31	25	23	11	9	1	±5	48.7	±7.1	
Black	100	±0	38	29	16	10	6	0	±9	35.1	±8.1	
Hispanic	100	±1	30	23	25	11	11	0	±7	54.3	±10.5	
Other Race/Ethnicity	100	±0	27	25	26	13	8	NR	±12	52.3	±15.8	

Note. Percent responding are Service members who answered the question. DoD Services are included only in Total and Total DoD categories.

NR: Not reportable

29. Since September 11, 2001, have you been deployed for any of the following operations?

a. Operation Noble Eagle
d. Other



















b. Operation Enduring Freedom

c. Operation Iraqi Freedom

	Percent Responding		Percentages				Max ME
			a	b	c	d	
TOTAL	100	±1	6	30	37	19	±1
TOTAL DOD	100	±1	6	31	38	19	±1
Army	100	±1	2	24	47	13	±2
Navy	100	±1	11	43	38	26	±2
Marine Corps	100	±1	2	24	39	23	±4
Air Force	100	±1	7	31	26	17	±2
COAST GUARD	99	±1	14	10	4	23	±3
PAYGRADE							
Enlisted	99	±1	13	10	4	23	±4
E1 – E4	99	±1	6	5	3	20	±6
E5 – E9	99	±1	18	14	5	25	±5
Officers	100	±0	17	8	3	24	±6
O1 – O3	100	±0	18	10	3	23	±10
O4 – O6	100	±0	18	6	5	18	±10
RACE/ETHNICITY							
White	99	±1	14	9	4	23	±4
Total Minority	99	±1	13	11	5	23	±5
Black	100	±0	6	6	2	14	±5
Hispanic	99	±2	16	11	4	24	±7
Other Race/Ethnicity	100	±0	13	15	9	30	±11

Note. Percent responding are Service members who answered the question. DoD Services are included only in Total and Total DoD categories.

30. Have you been deployed to a combat zone or an area where you drew imminent danger or hostile fire pay since September 11, 2001?

	Percent Responding		Percentages	Max ME	Percentage Reporting Yes
			Yes		
TOTAL	100	±1	45	±1	
TOTAL DOD	100	±1	46	±1	
Army	100	±1	55	±2	
Navy	100	±1	45	±2	
Marine Corps	100	±1	47	±4	
Air Force	100	±1	36	±2	
COAST GUARD	100	±1	9	±3	
PAYGRADE					
Enlisted	100	±1	8	±3	
E1 – E4	100	±1	8	±5	
E5 – E9	100	±1	8	±3	
Officers	100	±0	10	±5	
O1 – O3	100	±0	14	±9	
O4 – O6	100	±0	7	±8	
RACE/ETHNICITY					
White	100	±0	9	±3	
Total Minority	100	±1	8	±3	
Black	100	±1	6	±4	
Hispanic	100	±1	7	±4	
Other Race/Ethnicity	99	±2	11	±9	

Note. Percent responding are Service members who answered the question. DoD Services are included only in Total and Total DoD categories.

31. How many days have you been deployed to a combat zone or an area where you drew imminent danger or hostile fire pay since September 11, 2001?













1. 1-90 days

2. 91-180 days

3. 181-270 days

4. 271-365 days

5. More than 365 days



















	Percent Responding		Percentages					Max ME	Average Days Away		
			1	2	3	4	5				
TOTAL	45	±1	20	30	17	20	13	±2	219.2	±3.4	
TOTAL DOD	46	±1	20	30	17	20	13	±2	220.1	±3.5	
Army	54	±2	11	15	14	36	23	±3	292.8	±5.8	
Navy	44	±2	30	40	16	9	5	±3	160.6	±4.9	
Marine Corps	47	±4	17	28	30	13	12	±5	217.2	±12.1	
Air Force	35	±2	26	49	15	7	4	±3	150.9	±4.6	
COAST GUARD	8	±2	83	9	4	3	NR	±10	54.3	±15.4	
PAYGRADE											
Enlisted	8	±3	83	11	3	4	0°	±11	57.1	±18.4	
E1 – E4	8	±4	96	2	NR	1	0°	±8	42.7	±16.9	
E5 – E9	8	±3	74	17	3	NR	0°	±16	67.2	±28.3	
Officers	10	±4	NR	NR	NR	NR	0°	±0	NR		
O1 – O3	13	±7	NR	NR	NR	NR	0°	±0	NR		
O4 – O6	7	±6	NR	NR	NR	NR	0°	±0	NR		
RACE/ETHNICITY											
White	9	±3	87	7	3	3	0°	±11	47.8	±17.8	
Total Minority	8	±3	65	NR	12	3	0°	±18	80.6	±25.3	
Black	6	±3	NR	NR	NR	NR	0°	±0	NR		
Hispanic	7	±3	NR	NR	NR	NR	0°	±0	NR		
Other Race/Ethnicity	11	±7	NR	NR	NR	NR	0°	±0	NR		

Note. Percent responding are Service members who answered the question and who were in a combat zone or an area where they drew imminent danger or hostile fire pay since September 11, 2001 (Q30). DoD Services are included only in Total and Total DoD categories.

NR: Not reportable

° Response option never endorsed.

32. Are you currently on a deployment of 30 days or more?

	Percent Responding		Percentages	Max ME	Percentage Reporting Yes
			Yes		
TOTAL	100	±1	9	±1	
TOTAL DOD	100	±1	9	±1	
Army	100	±1	14	±2	
Navy	100	±1	9	±1	
Marine Corps	100	±1	10	±3	
Air Force	100	±1	3	±1	
COAST GUARD	100	±1	4	±2	
PAYGRADE					
Enlisted	100	±1	4	±2	
E1 – E4	100	±1	3	±4	
E5 – E9	100	±0	5	±3	
Officers	100	±0	2	±3	
O1 – O3	100	±0	0	±2	
O4 – O6	100	±0	1	±7	
RACE/ETHNICITY					
White	100	±0	3	±2	
Total Minority	100	±1	5	±3	
Black	100	±0	3	±3	
Hispanic	99	±1	5	±4	
Other Race/Ethnicity	100	±0	6	±8	

Note: Percent responding are Service members who answered the question. DoD Services are included only in Total and Total DoD categories.

33. What is the paygrade of your immediate supervisor in your current military work group?

1. E4 or below

2. E5-E6

3. E7-E9

4. W1-W5

5. O1-O3

6. O4 or above

7. Civilian



















(GS/GM/WG/WL/WS/SES/Other)

	Percent Responding		Percentages							Max ME
			1	2	3	4	5	6	7	
TOTAL	100	±1	3	42	25	2	9	17	3	±1
TOTAL DOD	100	±1	3	42	24	1	9	17	3	±1
Army	100	±1	3	40	27	2	9	16	3	±2
Navy	100	±1	3	45	25	1	7	16	3	±2
Marine Corps	100	±0	11	38	22	4	9	13	3	±3
Air Force	100	±1	1	43	22	0	9	20	5	±1
COAST GUARD	100	±0	2	34	26	6	10	16	5	±3
PAYGRADE										
Enlisted	100	±1	3	43	33	7	8	4	3	±4
E1 – E4	100	±1	7	70	18	2	1	0	1	±7
E5 – E9	100	±0	0	24	44	10	13	6	4	±5
Officers	100	±0	0	0	0	1	18	68	13	±7
O1 – O3	100	±0	0	0	0	0	25	65	9	±10
O4 – O6	100	±0	NR	NR	NR	NR	NR	85	15	±9
RACE/ETHNICITY										
White	100	±0	2	36	25	5	10	18	5	±4
Total Minority	100	±1	3	30	30	8	12	12	5	±5
Black	100	±0	4	28	28	8	10	16	7	±8
Hispanic	100	±1	4	38	32	5	8	10	3	±7
Other Race/Ethnicity	100	±0	2	20	30	12	19	13	4	±11

Note. Percent responding are Service members who answered the question. DoD Services are included only in Total and Total DoD categories.

NR: Not reportable

34. Is your immediate supervisor in your current military work group Spanish/Hispanic/Latino? Constructed from Q34.

	Percent Responding		Percentages	Max ME	Percentage Reporting Yes
			Yes		
TOTAL	99	±1	8	±1	
TOTAL DOD	99	±1	8	±1	
Army	100	±1	10	±2	
Navy	99	±1	8	±1	
Marine Corps	100	±1	12	±3	
Air Force	99	±1	5	±1	
COAST GUARD	99	±1	5	±2	
PAYGRADE					
Enlisted	99	±1	6	±3	
E1 – E4	100	±1	7	±5	
E5 – E9	98	±2	6	±3	
Officers	99	±1	2	±3	
O1 – O3	100	±0	2	±5	
O4 – O6	100	±0	3	±7	
RACE/ETHNICITY					
White	99	±1	5	±3	
Total Minority	99	±1	6	±3	
Black	100	±1	4	±4	
Hispanic	100	±0	8	±4	
Other Race/Ethnicity	98	±2	5	±11	

Note. Percent responding are Service members who answered the question. DoD Services are included only in Total and Total DoD categories.

34. What is the race/ethnic background of your immediate supervisor in your current military work group?

- a. White
 b. Black or African American
 c. American Indian or Alaska Native
 d. Asian (for example, Asian Indian, Chinese, Filipino, Japanese, Korean, or Vietnamese)
 e. Native Hawaiian or other Pacific Islander (for example, Samoan, Guamanian or Chamorro)
 f. More than One Race Marked

	Percent Responding		Percentages						Max ME
			a	b	c	d	e	f	
TOTAL	99	±1	69	20	1	4	1	9	±1
TOTAL DOD	99	±1	68	21	1	4	1	9	±1
Army	100	±1	61	27	1	3	1	10	±2
Navy	99	±1	68	19	1	7	1	9	±2
Marine Corps	100	±1	70	19	1	2	1	12	±3
Air Force	99	±1	78	14	0	3	1	6	±2
COAST GUARD	99	±1	87	6	1	2	2	6	±3
PAYGRADE									
Enlisted	99	±1	86	7	1	2	1	6	±3
E1 – E4	100	±1	86	6	1	1	2	7	±6
E5 – E9	98	±2	86	7	0	2	1	6	±4
Officers	99	±1	93	3	1	1	2	3	±5
O1 – O3	100	±0	93	2	1	2	2	5	±7
O4 – O6	100	±0	99	0	NR	NR	NR	1	±7
RACE/ETHNICITY									
White	99	±1	88	6	1	2	1	5	±3
Total Minority	99	±1	86	8	1	2	2	6	±4
Black	100	±1	84	12	NR	1	0	5	±9
Hispanic	100	±0	84	6	0	2	3	9	±6
Other Race/Ethnicity	98	±2	89	7	0	2	1	4	±7

Note. Percent responding are Service members who answered the question. DoD Services are included only in Total and Total DoD categories.
 NR: Not reportable

35. How much do you agree or disagree with the following statements about your supervisor?**a. You trust your supervisor.**



















1. Strongly disagree

2. Disagree

3. Neither agree nor disagree

4. Agree

5. Strongly agree

	Percent Responding		Percentages					Max ME	Average Agreement		
			1	2	3	4	5				
TOTAL	100	±1	4	7	14	42	32	±1	3.9	±0.1	
TOTAL DOD	100	±1	4	7	15	42	32	±1	3.9	±0.1	
Army	100	±1	5	7	16	41	32	±2	3.9	±0.1	
Navy	100	±1	4	8	16	43	29	±2	3.8	±0.1	
Marine Corps	100	±0	3	5	14	44	33	±4	4.0	±0.1	
Air Force	100	±1	3	6	12	43	36	±2	4.0	±0.1	
COAST GUARD	100	±1	3	7	13	43	33	±4	4.0	±0.1	
PAYGRADE											
Enlisted	100	±1	4	8	15	44	30	±4	3.9	±0.1	
E1 – E4	100	±0	3	7	15	42	32	±7	3.9	±0.2	
E5 – E9	100	±1	4	8	14	44	29	±5	3.9	±0.1	
Officers	100	±0	0	5	8	42	44	±7	4.2	±0.2	
O1 – O3	100	±0	0	9	8	46	37	±10	4.1	±0.2	
O4 – O6	100	±0	1	3	4	34	58	±11	4.5	±0.2	
RACE/ETHNICITY											
White	100	±1	3	7	13	43	34	±4	4.0	±0.1	
Total Minority	100	±0	5	8	15	45	28	±5	3.8	±0.2	
Black	100	±0	5	7	22	43	24	±9	3.7	±0.2	
Hispanic	100	±0	5	8	10	45	33	±8	3.9	±0.2	
Other Race/Ethnicity	100	±0	6	9	15	46	25	±11	3.8	±0.3	

Note. Percent responding are Service members who answered the question. DoD Services are included only in Total and Total DoD categories.

35. How much do you agree or disagree with the following statements about your supervisor?

b. Your supervisor ensures that all assigned personnel are treated fairly.

1. Strongly disagree

2. Disagree

3. Neither agree nor disagree

4. Agree

5. Strongly agree

	Percent Responding		Percentages					Max ME	Average Agreement		
			1	2	3	4	5				
TOTAL	100	±1	4	8	14	42	32	±1	3.9	±0.1	
TOTAL DOD	100	±1	4	8	14	42	33	±1	3.9	±0.1	
Army	100	±1	5	8	15	40	31	±2	3.8	±0.1	
Navy	100	±1	4	8	15	43	30	±2	3.8	±0.1	
Marine Corps	100	±1	3	8	12	43	35	±4	4.0	±0.1	
Air Force	100	±1	3	6	13	41	36	±2	4.0	±0.1	
COAST GUARD	100	±1	3	9	15	43	30	±4	3.9	±0.1	
PAYGRADE											
Enlisted	100	±1	4	10	15	44	28	±4	3.8	±0.1	
E1 – E4	100	±0	4	9	17	42	28	±7	3.8	±0.2	
E5 – E9	100	±1	3	10	13	46	28	±5	3.8	±0.1	
Officers	100	±1	1	5	12	40	42	±7	4.2	±0.2	
O1 – O3	100	±1	2	3	16	44	35	±10	4.1	±0.2	
O4 – O6	100	±0	0	10	7	29	53	±11	4.3	±0.3	
RACE/ETHNICITY											
White	100	±1	3	9	14	43	31	±4	3.9	±0.1	
Total Minority	100	±1	5	9	15	44	28	±5	3.8	±0.2	
Black	99	±1	5	5	18	46	26	±9	3.8	±0.2	
Hispanic	99	±1	7	8	13	45	28	±8	3.8	±0.2	
Other Race/Ethnicity	100	±0	2	13	15	39	30	±11	3.8	±0.3	

Note. Percent responding are Service members who answered the question. DoD Services are included only in Total and Total DoD categories.

35. How much do you agree or disagree with the following statements about your supervisor?

c. There is very little conflict between your supervisor and the people who report to him/her

1. Strongly disagree

2. Disagree

3. Neither agree nor disagree

4. Agree

5. Strongly agree

	Percent Responding		Percentages					Max ME	Average Agreement		
			1	2	3	4	5				
TOTAL	100	±1	5	10	16	41	29	±1	3.8	±0.1	
TOTAL DOD	100	±1	5	10	16	41	29	±1	3.8	±0.1	
Army	100	±1	6	10	17	40	27	±2	3.7	±0.1	
Navy	100	±1	5	12	16	41	26	±2	3.7	±0.1	
Marine Corps	100	±1	4	9	16	39	32	±3	3.9	±0.1	
Air Force	100	±1	3	8	13	42	34	±2	4.0	±0.1	
COAST GUARD	100	±1	4	11	15	44	25	±4	3.8	±0.1	
PAYGRADE											
Enlisted	100	±1	5	12	16	44	23	±4	3.7	±0.1	
E1 – E4	100	±0	5	14	16	42	24	±7	3.7	±0.2	
E5 – E9	99	±1	5	11	16	45	23	±5	3.7	±0.1	
Officers	100	±0	1	6	13	45	34	±7	4.1	±0.2	
O1 – O3	100	±0	2	7	17	47	27	±10	3.9	±0.2	
O4 – O6	100	±0	1	6	9	34	49	±11	4.2	±0.2	
RACE/ETHNICITY											
White	100	±1	4	11	15	44	25	±4	3.8	±0.1	
Total Minority	100	±1	5	12	16	43	25	±5	3.7	±0.2	
Black	100	±0	4	11	16	44	25	±9	3.7	±0.2	
Hispanic	100	±1	5	11	12	46	26	±8	3.8	±0.2	
Other Race/Ethnicity	100	±0	5	13	20	39	23	±11	3.6	±0.3	

Note. Percent responding are Service members who answered the question. DoD Services are included only in Total and Total DoD categories.

35. How much do you agree or disagree with the following statements about your supervisor?

d. Your supervisor evaluates your work performance fairly.

1. Strongly disagree

2. Disagree

3. Neither agree nor disagree

4. Agree

5. Strongly agree

	Percent Responding		Percentages					Max ME	Average Agreement		
			1	2	3	4	5				
TOTAL	100	±1	3	6	16	43	32	±1	3.9	±0.1	
TOTAL DOD	100	±1	3	6	16	43	32	±1	3.9	±0.1	
Army	100	±1	4	6	17	42	31	±2	3.9	±0.1	
Navy	100	±1	4	8	17	44	28	±2	3.8	±0.1	
Marine Corps	100	±0	3	6	14	42	34	±4	4.0	±0.1	
Air Force	100	±1	2	4	14	43	38	±2	4.1	±0.1	
COAST GUARD	100	±1	3	8	17	43	30	±4	3.9	±0.1	
PAYGRADE											
Enlisted	100	±1	4	8	18	43	27	±4	3.8	±0.1	
E1 – E4	100	±1	3	8	19	41	28	±7	3.8	±0.2	
E5 – E9	100	±1	4	8	17	45	26	±5	3.8	±0.1	
Officers	100	±0	1	5	13	40	40	±7	4.1	±0.2	
O1 – O3	100	±0	2	8	13	44	34	±10	4.0	±0.2	
O4 – O6	100	±0	1	0	15	31	52	±11	4.3	±0.2	
RACE/ETHNICITY											
White	100	±0	3	8	17	42	30	±4	3.9	±0.1	
Total Minority	99	±2	5	5	18	45	27	±5	3.8	±0.2	
Black	100	±0	2	7	19	45	26	±8	3.9	±0.2	
Hispanic	98	±3	6	5	12	48	29	±7	3.9	±0.2	
Other Race/Ethnicity	100	±0	5	4	27	40	24	±12	3.7	±0.3	

Note. Percent responding are Service members who answered the question. DoD Services are included only in Total and Total DoD categories.

35. How much do you agree or disagree with the following statements about your supervisor?

e. Your supervisor assigns work fairly in your work group.

1. Strongly disagree

2. Disagree

3. Neither agree nor disagree

4. Agree

5. Strongly agree

	Percent Responding		Percentages					Max ME	Average Agreement		
			1	2	3	4	5				
TOTAL	100	±1	4	7	16	42	30	±1	3.9	±0.1	
TOTAL DOD	100	±1	4	7	16	42	30	±1	3.9	±0.1	
Army	100	±1	5	8	17	41	29	±2	3.8	±0.1	
Navy	100	±1	4	9	17	44	27	±2	3.8	±0.1	
Marine Corps	100	±1	4	7	16	42	33	±3	3.9	±0.1	
Air Force	100	±1	3	6	15	42	34	±2	4.0	±0.1	
COAST GUARD	100	±1	2	8	16	45	29	±4	3.9	±0.1	
PAYGRADE											
Enlisted	100	±1	3	8	16	47	26	±4	3.9	±0.1	
E1 – E4	100	±0	3	9	18	43	28	±7	3.8	±0.2	
E5 – E9	100	±1	3	7	15	50	25	±5	3.9	±0.1	
Officers	100	±1	1	7	14	41	37	±7	4.1	±0.2	
O1 – O3	100	±1	3	9	12	46	31	±10	3.9	±0.2	
O4 – O6	100	±0	0	7	18	30	44	±11	4.1	±0.2	
RACE/ETHNICITY											
White	100	±0	2	8	16	45	29	±4	3.9	±0.1	
Total Minority	99	±1	3	8	16	47	25	±5	3.8	±0.1	
Black	100	±0	2	9	18	45	27	±9	3.8	±0.2	
Hispanic	99	±3	5	6	13	50	26	±7	3.9	±0.2	
Other Race/Ethnicity	100	±0	NR	10	21	45	23	±11	3.8	±0.3	

Note. Percent responding are Service members who answered the question. DoD Services are included only in Total and Total DoD categories.

NR: Not reportable

35. How much do you agree or disagree with the following statements about your supervisor?

f. You are satisfied with the direction/supervision you receive.

1. Strongly disagree

2. Disagree

3. Neither agree nor disagree

4. Agree

5. Strongly agree

	Percent Responding		Percentages					Max ME	Average Agreement		
			1	2	3	4	5				
TOTAL	100	±1	7	9	16	38	30	±1	3.7	±0.1	
TOTAL DOD	100	±1	7	9	16	38	30	±1	3.7	±0.1	
Army	100	±1	8	10	17	37	28	±2	3.7	±0.1	
Navy	99	±1	7	10	17	40	26	±2	3.7	±0.1	
Marine Corps	100	±1	6	8	17	37	32	±3	3.8	±0.1	
Air Force	100	±1	5	8	15	39	33	±2	3.9	±0.1	
COAST GUARD	100	±1	5	12	14	40	29	±4	3.7	±0.1	
PAYGRADE											
Enlisted	100	±1	6	14	14	40	26	±4	3.7	±0.1	
E1 – E4	100	±1	6	14	13	38	28	±7	3.7	±0.2	
E5 – E9	100	±1	6	13	15	41	25	±5	3.7	±0.2	
Officers	100	±0	3	7	12	41	37	±7	4.0	±0.2	
O1 – O3	100	±0	4	9	14	41	32	±10	3.9	±0.3	
O4 – O6	100	±0	0	8	10	34	48	±11	4.2	±0.2	
RACE/ETHNICITY											
White	100	±1	5	13	14	40	29	±4	3.8	±0.1	
Total Minority	100	±1	7	12	14	41	26	±5	3.7	±0.2	
Black	100	±0	5	9	17	40	28	±9	3.8	±0.2	
Hispanic	99	±1	7	9	13	43	26	±8	3.7	±0.2	
Other Race/Ethnicity	100	±0	9	17	12	39	23	±11	3.5	±0.3	

Note. Percent responding are Service members who answered the question. DoD Services are included only in Total and Total DoD categories.



















35. Supervisor Satisfaction scale: Constructed from Q35a-f. Supervisor Satisfaction assess the level of agreement that supervisors are trustworthy, equitable, and fair in evaluations and delegating assignments.

	Percent Responding		Mean	Max ME	Supervisor Satisfaction
TOTAL	100	±0	3.9	±0.1	
TOTAL DOD	100	±0	3.9	±0.1	
Army	100	±0	3.8	±0.1	
Navy	100	±1	3.8	±0.1	
Marine Corps	100	±0	3.9	±0.1	
Air Force	100	±1	4.0	±0.1	
COAST GUARD	100	±0	3.9	±0.1	
PAYGRADE					
Enlisted	100	±1	3.8	±0.1	
E1 – E4	100	±0	3.8	±0.2	
E5 – E9	100	±1	3.8	±0.1	
Officers	100	±0	4.1	±0.2	
O1 – O3	100	±0	4.0	±0.2	
O4 – O6	100	±0	4.3	±0.2	
RACE/ETHNICITY					
White	100	±0	3.9	±0.1	
Total Minority	100	±1	3.8	±0.1	
Black	100	±0	3.8	±0.2	
Hispanic	100	±1	3.8	±0.2	
Other Race/Ethnicity	100	±0	3.7	±0.3	

Note. Percent responding are Service members who answered the question. The scale ranges from 1 to 5. A higher score indicates a more positive perspective on the Service member's supervisor. Cronbach's coefficient alpha = 0.95. DoD Services are included only in Total and Total DoD categories.

36. In your opinion, have you had a mentor while in the military?

1. Yes, you have one now 2. Yes, you had one, but you don't have one now 3. No, but you would have liked one
4. No, and you never wanted one 5. Not sure or you do not know what a mentor is

	Percent Responding		Percentages					Max ME	Percentage Reporting Yes		
			1	2	3	4	5				
TOTAL	100	±1	31	37	19	11	2	±1	68.0	±1.0	
TOTAL DOD	100	±1	32	37	19	11	2	±1	68.0	±1.0	
Army	99	±1	29	40	20	8	3	±2	69.0	±2.0	
Navy	100	±1	34	33	20	12	2	±2	66.0	±2.0	
Marine Corps	100	±1	32	39	12	15	3	±4	71.0	±3.0	
Air Force	100	±1	32	36	20	10	2	±2	68.0	±2.0	
COAST GUARD	100	±1	23	44	20	12	2	±4	67.0	±4.0	
PAYGRADE											
Enlisted	100	±1	21	45	20	12	2	±4	66.0	±4.0	
E1 – E4	100	±0	24	41	20	13	2	±7	65.0	±7.0	
E5 – E9	100	±1	18	48	20	12	2	±5	66.0	±5.0	
Officers	100	±0	31	40	18	10	0	±7	72.0	±6.0	
O1 – O3	100	±0	39	36	18	6	1	±10	75.0	±9.0	
O4 – O6	100	±0	28	42	19	12	NR	±11	69.0	±11.0	
RACE/ETHNICITY											
White	100	±1	23	46	18	12	2	±4	69.0	±4.0	
Total Minority	100	±0	23	37	26	12	2	±5	60.0	±5.0	
Black	100	±0	23	38	28	10	1	±9	61.0	±8.0	
Hispanic	100	±0	25	38	24	12	2	±8	63.0	±7.0	
Other Race/Ethnicity	100	±0	21	34	30	14	1	±11	55.0	±11.0	

Note. Percent responding are Service members who answered the question. DoD Services are included only in Total and Total DoD categories.
NR: Not reportable

37. How much do you agree or disagree with the following statements about the people you work with at your workplace?**a. There is very little conflict among your coworkers.**

1. Strongly disagree

2. Disagree

3. Neither agree nor disagree

4. Agree

5. Strongly agree

	Percent Responding		Percentages					Max ME	Average Agreement		
			1	2	3	4	5				
TOTAL	100	±1	6	17	18	45	14	±1	3.4	±0.1	
TOTAL DOD	100	±1	6	17	18	45	14	±1	3.4	±0.1	
Army	100	±1	7	17	18	44	13	±2	3.4	±0.1	
Navy	100	±1	6	18	18	44	14	±2	3.4	±0.1	
Marine Corps	100	±0	4	14	21	46	15	±4	3.5	±0.1	
Air Force	100	±1	5	16	17	46	15	±2	3.5	±0.1	
COAST GUARD	100	±1	4	15	19	48	14	±4	3.5	±0.1	
PAYGRADE											
Enlisted	100	±1	4	17	20	46	13	±4	3.5	±0.1	
E1 – E4	100	±0	6	20	23	38	13	±7	3.3	±0.2	
E5 – E9	100	±1	3	14	18	51	13	±5	3.6	±0.1	
Officers	100	±0	1	10	15	57	17	±7	3.8	±0.2	
O1 – O3	100	±0	0	12	20	52	15	±10	3.7	±0.2	
O4 – O6	100	±0	1	7	9	63	20	±11	3.9	±0.2	
RACE/ETHNICITY											
White	100	±1	4	15	19	48	14	±4	3.5	±0.1	
Total Minority	100	±0	3	18	19	47	13	±5	3.5	±0.1	
Black	100	±0	5	16	22	47	10	±8	3.4	±0.2	
Hispanic	100	±0	4	18	20	45	13	±8	3.5	±0.2	
Other Race/Ethnicity	100	±0	1	20	15	48	15	±11	3.6	±0.3	

Note. Percent responding are Service members who answered the question. DoD Services are included only in Total and Total DoD categories.

37. How much do you agree or disagree with the following statements about the people you work with at your workplace?**b. Your coworkers put in the effort required for their jobs.**

1. Strongly disagree
4. Agree

2. Disagree
5. Strongly agree

3. Neither agree nor disagree

	Percent Responding		Percentages					Max ME	Average Agreement		
			1	2	3	4	5				
TOTAL	100	±1	5	14	19	46	16	±1	3.5	±0.1	
TOTAL DOD	100	±1	5	14	19	46	16	±1	3.5	±0.1	
Army	100	±1	6	15	19	45	15	±2	3.5	±0.1	
Navy	99	±1	6	15	19	46	15	±2	3.5	±0.1	
Marine Corps	100	±1	4	11	20	48	17	±4	3.6	±0.1	
Air Force	100	±1	4	13	18	47	17	±2	3.6	±0.1	
COAST GUARD	100	±1	4	11	19	49	16	±4	3.6	±0.1	
PAYGRADE											
Enlisted	100	±1	4	12	21	47	16	±4	3.6	±0.1	
E1 – E4	100	±0	6	10	29	40	16	±7	3.5	±0.2	
E5 – E9	100	±1	3	14	15	52	16	±5	3.6	±0.1	
Officers	100	±0	1	7	14	60	18	±7	3.9	±0.2	
O1 – O3	100	±0	2	6	11	67	13	±10	3.8	±0.2	
O4 – O6	100	±0	1	6	10	58	25	±11	4.0	±0.2	
RACE/ETHNICITY											
White	100	±0	4	12	20	48	16	±4	3.6	±0.1	
Total Minority	100	±1	4	10	16	54	17	±5	3.7	±0.1	
Black	99	±1	3	9	14	60	14	±9	3.8	±0.2	
Hispanic	100	±0	4	12	16	53	15	±7	3.6	±0.2	
Other Race/Ethnicity	100	±0	6	7	16	50	21	±11	3.7	±0.3	

Note. Percent responding are Service members who answered the question. DoD Services are included only in Total and Total DoD categories.

37. How much do you agree or disagree with the following statements about the people you work with at your workplace?**c. The people in your work group tend to get along.**

1. Strongly disagree

2. Disagree

3. Neither agree nor disagree

4. Agree

5. Strongly agree

	Percent Responding		Percentages					Max ME	Average Agreement		
			1	2	3	4	5				
TOTAL	100	±1	2	7	16	56	18	±1	3.8	±0.1	
TOTAL DOD	100	±1	2	8	16	56	18	±1	3.8	±0.1	
Army	100	±1	3	8	17	54	18	±2	3.8	±0.1	
Navy	99	±1	2	8	16	56	18	±2	3.8	±0.1	
Marine Corps	100	±1	2	6	18	57	19	±4	3.8	±0.1	
Air Force	99	±1	2	7	15	57	19	±2	3.8	±0.1	
COAST GUARD	100	±1	1	5	13	61	19	±4	3.9	±0.1	
PAYGRADE											
Enlisted	100	±1	2	6	15	60	18	±4	3.9	±0.1	
E1 – E4	99	±1	3	7	20	54	16	±7	3.7	±0.2	
E5 – E9	100	±1	1	4	11	64	20	±5	4.0	±0.1	
Officers	99	±2	0	2	7	66	25	±7	4.1	±0.1	
O1 – O3	98	±3	0	2	7	67	24	±10	4.1	±0.2	
O4 – O6	100	±0	NR	4	6	61	28	±11	4.1	±0.2	
RACE/ETHNICITY											
White	100	±1	1	5	13	61	20	±4	3.9	±0.1	
Total Minority	99	±2	2	5	14	61	18	±5	3.9	±0.1	
Black	100	±0	3	7	15	57	18	±8	3.8	±0.2	
Hispanic	98	±3	2	6	15	60	16	±7	3.8	±0.1	
Other Race/Ethnicity	99	±2	0	1	13	65	21	±11	4.0	±0.2	

Note. Percent responding are Service members who answered the question. DoD Services are included only in Total and Total DoD categories.

NR: Not reportable

37. How much do you agree or disagree with the following statements about the people you work with at your workplace?**d. The people in your work group are willing to help each other.**

1. Strongly disagree

2. Disagree

3. Neither agree nor disagree

4. Agree

5. Strongly agree

	Percent Responding		Percentages					Max ME	Average Agreement		
			1	2	3	4	5				
TOTAL	100	±1	3	8	17	51	21	±1	3.8	±0.1	
TOTAL DOD	100	±1	3	8	17	51	21	±1	3.8	±0.1	
Army	100	±1	4	9	18	50	20	±2	3.7	±0.1	
Navy	100	±1	3	8	18	51	19	±2	3.7	±0.1	
Marine Corps	100	±1	2	7	17	51	23	±4	3.9	±0.1	
Air Force	100	±1	3	8	17	51	22	±2	3.8	±0.1	
COAST GUARD	100	±0	1	6	12	59	22	±4	3.9	±0.1	
PAYGRADE											
Enlisted	100	±0	2	7	13	58	20	±4	3.9	±0.1	
E1 – E4	100	±0	2	9	17	54	18	±7	3.8	±0.2	
E5 – E9	100	±0	1	6	10	61	21	±5	4.0	±0.1	
Officers	100	±1	0	2	7	62	28	±7	4.2	±0.1	
O1 – O3	100	±0	0	3	4	66	26	±10	4.2	±0.2	
O4 – O6	100	±1	0	NR	7	56	35	±11	4.3	±0.2	
RACE/ETHNICITY											
White	100	±0	1	6	12	59	22	±4	3.9	±0.1	
Total Minority	100	±1	2	7	13	58	21	±5	3.9	±0.1	
Black	100	±1	1	9	13	57	20	±8	3.9	±0.2	
Hispanic	100	±0	3	5	14	57	21	±7	3.9	±0.1	
Other Race/Ethnicity	100	±0	1	8	10	58	22	±11	3.9	±0.2	

Note. Percent responding are Service members who answered the question. DoD Services are included only in Total and Total DoD categories.

NR: Not reportable

37. How much do you agree or disagree with the following statements about the people you work with at your workplace?**e. You are satisfied with the relationships you have with your coworkers**

1. Strongly disagree

2. Disagree

3. Neither agree nor disagree

4. Agree

5. Strongly agree

	Percent Responding		Percentages					Max ME	Average Agreement		
			1	2	3	4	5				
TOTAL	100	±1	3	7	17	53	20	±1	3.8	±0.1	
TOTAL DOD	100	±1	3	7	17	53	20	±1	3.8	±0.1	
Army	100	±1	4	7	18	51	20	±2	3.8	±0.1	
Navy	100	±1	3	7	19	53	18	±2	3.8	±0.1	
Marine Corps	100	±1	3	6	15	54	21	±4	3.8	±0.1	
Air Force	100	±1	2	7	15	55	21	±2	3.9	±0.1	
COAST GUARD	100	±1	2	4	14	60	19	±4	3.9	±0.1	
PAYGRADE											
Enlisted	100	±1	2	5	16	59	18	±4	3.9	±0.1	
E1 – E4	100	±0	4	4	21	54	17	±7	3.8	±0.2	
E5 – E9	100	±1	2	5	12	63	18	±5	3.9	±0.1	
Officers	100	±1	0	3	9	63	24	±7	4.1	±0.1	
O1 – O3	100	±0	0	5	9	64	22	±10	4.0	±0.2	
O4 – O6	100	±1	NR	2	7	62	29	±11	4.2	±0.2	
RACE/ETHNICITY											
White	100	±1	2	4	15	60	19	±4	3.9	±0.1	
Total Minority	100	±1	2	4	14	61	19	±5	3.9	±0.1	
Black	100	±1	4	8	13	56	20	±8	3.8	±0.2	
Hispanic	100	±0	3	3	16	59	20	±7	3.9	±0.1	
Other Race/Ethnicity	100	±0	1	4	12	67	17	±11	4.0	±0.2	

Note. Percent responding are Service members who answered the question. DoD Services are included only in Total and Total DoD categories.

NR: Not reportable

37. How much do you agree or disagree with the following statements about the people you work with at your workplace?**f. You put more effort into your job than your coworkers do**

1. Strongly disagree

2. Disagree

3. Neither agree nor disagree

4. Agree

5. Strongly agree

	Percent Responding		Percentages					Max ME	Average Agreement		
			1	2	3	4	5				
TOTAL	100	±1	2	10	43	28	18	±1	3.5	±0.1	
TOTAL DOD	100	±1	2	10	43	28	18	±1	3.5	±0.1	
Army	100	±1	2	9	42	29	19	±2	3.5	±0.1	
Navy	100	±1	2	10	41	30	17	±2	3.5	±0.1	
Marine Corps	100	±1	2	9	46	25	17	±4	3.5	±0.1	
Air Force	100	±1	2	12	43	27	16	±2	3.4	±0.1	
COAST GUARD	100	±1	2	11	46	27	15	±4	3.4	±0.1	
PAYGRADE											
Enlisted	100	±1	2	11	45	28	15	±4	3.4	±0.1	
E1 – E4	99	±2	1	12	44	26	17	±7	3.5	±0.2	
E5 – E9	100	±1	2	10	46	28	14	±5	3.4	±0.1	
Officers	100	±1	1	13	47	22	17	±7	3.4	±0.2	
O1 – O3	100	±0	1	13	53	19	14	±10	3.3	±0.2	
O4 – O6	100	±1	0	16	46	20	18	±11	3.4	±0.2	
RACE/ETHNICITY											
White	100	±1	2	12	45	26	15	±4	3.4	±0.1	
Total Minority	100	±1	2	9	47	27	16	±5	3.5	±0.1	
Black	100	±1	2	12	55	20	11	±9	3.3	±0.2	
Hispanic	100	±0	2	7	42	33	16	±8	3.5	±0.2	
Other Race/Ethnicity	100	±0	1	9	46	23	21	±11	3.5	±0.2	

Note. Percent responding are Service members who answered the question. DoD Services are included only in Total and Total DoD categories.

37. Coworker Satisfaction scale: Constructed from Q37a-e. Coworker Satisfaction can be defined as satisfaction with coworker conflicts, coworker work effort, work group compatibility, and helpfulness of coworkers.

	Percent Responding		Mean	Max ME	Coworker Satisfaction
TOTAL	100	±1	3.7	±0.1	
TOTAL DOD	100	±1	3.7	±0.1	
Army	100	±1	3.6	±0.1	
Navy	100	±1	3.6	±0.1	
Marine Corps	100	±1	3.7	±0.1	
Air Force	100	±0	3.7	±0.1	
COAST GUARD	100	±0	3.8	±0.1	
PAYGRADE					
Enlisted	100	±0	3.7	±0.1	
E1 – E4	100	±0	3.6	±0.2	
E5 – E9	100	±0	3.8	±0.1	
Officers	100	±0	4.0	±0.1	
O1 – O3	100	±0	4.0	±0.2	
O4 – O6	100	±0	4.1	±0.2	
RACE/ETHNICITY					
White	100	±0	3.8	±0.1	
Total Minority	100	±0	3.8	±0.1	
Black	100	±0	3.7	±0.1	
Hispanic	100	±0	3.7	±0.1	
Other Race/Ethnicity	100	±0	3.8	±0.2	

Note. Percent responding are Service members who answered the question. The scale ranges from 1 to 5. A higher score indicates more satisfying experiences. Cronbach's coefficient alpha = 0.91. DoD Services are included only in Total and Total DoD categories.

38. How much do you agree or disagree with the following statements about your workplace?**a. I know what is expected of me at work**

1. Strongly disagree

2. Disagree

3. Neither agree nor disagree

4. Agree

5. Strongly agree

	Percent Responding		Percentages					Max ME	Average Agreement		
			1	2	3	4	5				
TOTAL	100	±1	1	3	6	49	41	±1	4.3	±0.1	
TOTAL DOD	100	±1	1	3	6	49	41	±1	4.3	±0.1	
Army	100	±1	1	4	7	48	40	±2	4.2	±0.1	
Navy	100	±1	1	3	5	51	40	±2	4.3	±0.1	
Marine Corps	100	±1	1	2	5	46	46	±4	4.4	±0.1	
Air Force	100	±1	1	4	5	50	40	±2	4.2	±0.1	
COAST GUARD	100	±1	1	3	6	55	35	±4	4.2	±0.1	
PAYGRADE											
Enlisted	100	±1	1	3	6	54	36	±4	4.2	±0.1	
E1 – E4	100	±0	1	2	5	52	39	±7	4.3	±0.1	
E5 – E9	100	±1	0	4	6	55	34	±5	4.2	±0.1	
Officers	100	±1	1	3	7	60	29	±7	4.1	±0.1	
O1 – O3	100	±1	1	1	9	68	20	±10	4.0	±0.2	
O4 – O6	100	±0	1	3	5	57	33	±11	4.2	±0.2	
RACE/ETHNICITY											
White	100	±1	1	3	6	56	34	±4	4.2	±0.1	
Total Minority	100	±1	1	4	6	53	37	±5	4.2	±0.1	
Black	100	±0	2	2	4	56	36	±8	4.2	±0.2	
Hispanic	100	±1	1	2	4	51	41	±8	4.3	±0.1	
Other Race/Ethnicity	100	±0	NR	8	9	53	30	±11	4.0	±0.2	

Note. Percent responding are Service members who answered the question. Items 38.a through 38.p are used by permission of the copyright holder, The Gallup Organization, 901 F Street N.W., Washington, D.C. 20004. DoD Services are included only in Total and Total DoD categories.

NR: Not reportable

38. How much do you agree or disagree with the following statements about your workplace?**b. I have the materials and equipment I need to do my work right**1. Strongly disagree
4. Agree2. Disagree
5. Strongly agree

3. Neither agree nor disagree

	Percent Responding		Percentages					Max ME	Average Agreement		
			1	2	3	4	5				
TOTAL	99	±1	5	15	14	44	22	±1	3.6	±0.1	
TOTAL DOD	99	±1	5	15	14	44	22	±1	3.6	±0.1	
Army	100	±1	7	17	15	41	20	±2	3.5	±0.1	
Navy	99	±1	5	16	13	45	20	±2	3.6	±0.1	
Marine Corps	99	±1	5	14	14	43	25	±4	3.7	±0.1	
Air Force	99	±1	4	12	12	47	24	±2	3.7	±0.1	
COAST GUARD	100	±1	4	16	13	50	17	±4	3.6	±0.1	
PAYGRADE											
Enlisted	100	±1	4	15	13	50	18	±4	3.6	±0.1	
E1 – E4	100	±1	5	8	13	52	21	±7	3.8	±0.2	
E5 – E9	100	±1	4	20	12	48	16	±5	3.5	±0.2	
Officers	100	±1	3	19	14	50	14	±7	3.5	±0.2	
O1 – O3	100	±1	2	20	18	52	8	±10	3.5	±0.2	
O4 – O6	99	±3	5	19	10	49	17	±11	3.5	±0.3	
RACE/ETHNICITY											
White	100	±1	4	16	14	50	17	±4	3.6	±0.1	
Total Minority	100	±1	5	15	11	49	19	±5	3.6	±0.2	
Black	100	±0	4	8	10	58	20	±8	3.8	±0.2	
Hispanic	99	±1	7	12	13	47	20	±8	3.6	±0.2	
Other Race/Ethnicity	100	±0	4	26	9	45	17	±11	3.4	±0.3	

Note. Percent responding are Service members who answered the question. Items 38.a through 38.p are used by permission of the copyright holder, The Gallup Organization, 901 F Street N.W., Washington, D.C. 20004. DoD Services are included only in Total and Total DoD categories.

38. How much do you agree or disagree with the following statements about your workplace?**c. At work, I have the opportunity to do what I do best every day**

1. Strongly disagree

2. Disagree

3. Neither agree nor disagree

4. Agree

5. Strongly agree

	Percent Responding		Percentages					Max ME	Average Agreement		
			1	2	3	4	5				
TOTAL	99	±1	7	15	19	38	21	±1	3.5	±0.1	
TOTAL DOD	99	±1	7	15	19	38	21	±1	3.5	±0.1	
Army	100	±1	9	17	19	36	19	±2	3.4	±0.1	
Navy	99	±1	7	16	18	39	20	±2	3.5	±0.1	
Marine Corps	99	±1	6	15	19	35	24	±3	3.5	±0.1	
Air Force	99	±1	5	14	18	40	23	±2	3.6	±0.1	
COAST GUARD	99	±1	6	16	20	42	16	±4	3.5	±0.1	
PAYGRADE											
Enlisted	99	±1	6	16	20	42	15	±4	3.4	±0.1	
E1 – E4	100	±0	6	15	22	42	14	±7	3.4	±0.2	
E5 – E9	99	±1	6	17	19	42	16	±5	3.5	±0.2	
Officers	99	±1	5	16	19	41	19	±7	3.5	±0.2	
O1 – O3	99	±2	5	18	21	45	11	±10	3.4	±0.2	
O4 – O6	100	±0	4	16	21	38	21	±11	3.6	±0.3	
RACE/ETHNICITY											
White	99	±1	6	16	20	44	15	±5	3.4	±0.1	
Total Minority	100	±1	5	15	22	37	21	±5	3.5	±0.2	
Black	100	±0	4	15	17	41	23	±8	3.7	±0.2	
Hispanic	100	±1	6	14	20	38	21	±7	3.6	±0.2	
Other Race/Ethnicity	100	±0	6	17	27	31	18	±11	3.4	±0.3	

Note. Percent responding are Service members who answered the question. Items 38.a through 38.p are used by permission of the copyright holder, The Gallup Organization, 901 F Street N.W., Washington, D.C. 20004. DoD Services are included only in Total and Total DoD categories.

38. How much do you agree or disagree with the following statements about your workplace?**d. In the last 7 days, I have received recognition or praise for doing good work**

1. Strongly disagree

2. Disagree

3. Neither agree nor disagree

4. Agree

5. Strongly agree

	Percent Responding		Percentages					Max ME	Average Agreement		
			1	2	3	4	5				
TOTAL	100	±1	14	20	21	30	15	±1	3.1	±0.1	
TOTAL DOD	100	±1	14	20	21	30	15	±1	3.1	±0.1	
Army	100	±1	14	19	22	30	15	±2	3.1	±0.1	
Navy	99	±1	13	22	21	30	14	±2	3.1	±0.1	
Marine Corps	99	±1	14	20	21	29	15	±3	3.1	±0.1	
Air Force	100	±1	14	21	20	30	16	±2	3.1	±0.1	
COAST GUARD	100	±0	12	22	19	34	14	±4	3.2	±0.1	
PAYGRADE											
Enlisted	100	±0	13	21	18	34	14	±4	3.1	±0.1	
E1 – E4	100	±0	14	18	18	34	16	±7	3.2	±0.2	
E5 – E9	100	±1	12	24	18	33	13	±5	3.1	±0.2	
Officers	100	±0	6	23	25	35	12	±7	3.2	±0.2	
O1 – O3	100	±0	6	27	20	37	11	±10	3.2	±0.3	
O4 – O6	100	±0	3	21	26	36	15	±11	3.4	±0.3	
RACE/ETHNICITY											
White	100	±0	11	22	19	34	13	±4	3.2	±0.1	
Total Minority	100	±1	14	20	18	32	16	±5	3.2	±0.2	
Black	100	±1	9	24	17	31	19	±9	3.3	±0.3	
Hispanic	100	±0	15	18	19	31	16	±8	3.2	±0.2	
Other Race/Ethnicity	100	±0	16	18	18	33	14	±11	3.1	±0.3	

Note. Percent responding are Service members who answered the question. Items 38.a through 38.p are used by permission of the copyright holder, The Gallup Organization, 901 F Street N.W., Washington, D.C. 20004. DoD Services are included only in Total and Total DoD categories.

38. How much do you agree or disagree with the following statements about your workplace?**e. My supervisor, or someone at work, seems to care about me as a person**

1. Strongly disagree

2. Disagree

3. Neither agree nor disagree

4. Agree

5. Strongly agree

	Percent Responding		Percentages					Max ME	Average Agreement		
			1	2	3	4	5				
TOTAL	100	±1	5	7	18	46	24	±1	3.8	±0.1	
TOTAL DOD	100	±1	5	7	18	45	24	±1	3.8	±0.1	
Army	100	±1	6	7	19	45	23	±2	3.7	±0.1	
Navy	100	±1	6	7	20	46	22	±2	3.7	±0.1	
Marine Corps	99	±1	7	6	20	43	24	±4	3.7	±0.1	
Air Force	100	±1	4	6	16	47	28	±2	3.9	±0.1	
COAST GUARD	100	±1	3	5	18	52	22	±4	3.9	±0.1	
PAYGRADE											
Enlisted	99	±1	3	5	19	50	23	±4	3.8	±0.1	
E1 – E4	99	±1	4	5	18	46	26	±7	3.9	±0.2	
E5 – E9	99	±1	3	5	19	52	21	±5	3.8	±0.1	
Officers	100	±0	2	3	14	62	20	±7	3.9	±0.1	
O1 – O3	100	±0	3	4	9	69	15	±10	3.9	±0.2	
O4 – O6	100	±0	0	3	13	59	25	±11	4.1	±0.2	
RACE/ETHNICITY											
White	99	±1	2	5	18	53	22	±4	3.9	±0.1	
Total Minority	100	±1	5	6	17	49	24	±5	3.8	±0.1	
Black	100	±0	4	5	18	46	26	±8	3.8	±0.2	
Hispanic	100	±1	3	6	18	50	24	±7	3.9	±0.2	
Other Race/Ethnicity	100	±0	7	6	16	50	21	±11	3.7	±0.3	

Note. Percent responding are Service members who answered the question. Items 38.a through 38.p are used by permission of the copyright holder, The Gallup Organization, 901 F Street N.W., Washington, D.C. 20004. DoD Services are included only in Total and Total DoD categories.

38. How much do you agree or disagree with the following statements about your workplace?**f. There is someone at work who encourages my development**

1. Strongly disagree

2. Disagree

3. Neither agree nor disagree

4. Agree

5. Strongly agree

	Percent Responding		Percentages					Max ME	Average Agreement		
			1	2	3	4	5				
TOTAL	100	±1	5	11	19	44	21	±1	3.7	±0.1	
TOTAL DOD	100	±1	5	11	19	44	21	±1	3.7	±0.1	
Army	100	±1	5	12	20	41	21	±2	3.6	±0.1	
Navy	99	±1	4	10	19	47	20	±2	3.7	±0.1	
Marine Corps	100	±1	5	9	20	43	22	±4	3.7	±0.1	
Air Force	100	±1	4	11	18	45	22	±2	3.7	±0.1	
COAST GUARD	100	±1	3	10	21	46	20	±4	3.7	±0.1	
PAYGRADE											
Enlisted	100	±1	3	9	20	47	20	±4	3.7	±0.1	
E1 – E4	100	±0	4	6	17	44	28	±7	3.9	±0.2	
E5 – E9	100	±1	3	11	22	49	15	±5	3.6	±0.1	
Officers	100	±1	2	13	25	43	16	±7	3.6	±0.2	
O1 – O3	100	±0	2	9	21	47	22	±10	3.8	±0.2	
O4 – O6	99	±2	1	19	26	44	10	±11	3.4	±0.2	
RACE/ETHNICITY											
White	100	±1	3	9	21	47	19	±4	3.7	±0.1	
Total Minority	100	±1	3	12	23	42	20	±5	3.7	±0.1	
Black	100	±1	4	9	23	41	23	±8	3.7	±0.2	
Hispanic	100	±0	3	9	20	46	22	±8	3.7	±0.2	
Other Race/Ethnicity	100	±0	1	19	26	38	16	±12	3.5	±0.3	

Note. Percent responding are Service members who answered the question. Items 38.a through 38.p are used by permission of the copyright holder, The Gallup Organization, 901 F Street N.W., Washington, D.C. 20004. DoD Services are included only in Total and Total DoD categories.

38. How much do you agree or disagree with the following statements about your workplace?**g. At work, my opinions seem to count**

1. Strongly disagree

2. Disagree

3. Neither agree nor disagree

4. Agree

5. Strongly agree

	Percent Responding		Percentages					Max ME	Average Agreement		
			1	2	3	4	5				
TOTAL	100	±1	8	12	19	42	19	±1	3.5	±0.1	
TOTAL DOD	100	±1	8	12	19	42	19	±1	3.5	±0.1	
Army	99	±1	9	12	19	41	19	±2	3.5	±0.1	
Navy	100	±1	9	13	19	42	17	±2	3.5	±0.1	
Marine Corps	100	±1	9	10	18	43	20	±4	3.6	±0.1	
Air Force	100	±1	7	11	19	44	19	±2	3.6	±0.1	
COAST GUARD	100	±0	7	10	16	47	21	±4	3.6	±0.1	
PAYGRADE											
Enlisted	100	±1	8	11	18	45	18	±4	3.5	±0.1	
E1 – E4	100	±0	12	11	23	38	15	±7	3.3	±0.2	
E5 – E9	100	±1	5	10	14	50	20	±5	3.7	±0.1	
Officers	100	±0	1	6	9	53	31	±7	4.1	±0.2	
O1 – O3	100	±0	2	9	13	53	23	±10	3.9	±0.2	
O4 – O6	100	±0	1	2	6	50	41	±11	4.3	±0.2	
RACE/ETHNICITY											
White	100	±0	7	9	16	47	22	±4	3.7	±0.1	
Total Minority	100	±1	7	11	18	48	16	±5	3.6	±0.2	
Black	100	±1	6	11	18	43	23	±8	3.7	±0.2	
Hispanic	100	±0	7	10	17	50	15	±7	3.6	±0.2	
Other Race/Ethnicity	100	±0	8	12	20	47	13	±11	3.5	±0.3	

Note. Percent responding are Service members who answered the question. Items 38.a through 38.p are used by permission of the copyright holder, The Gallup Organization, 901 F Street N.W., Washington, D.C. 20004. DoD Services are included only in Total and Total DoD categories.

38. How much do you agree or disagree with the following statements about your workplace?**h. The mission/purpose of my Service makes me feel my job is important**1. Strongly disagree
4. Agree2. Disagree
5. Strongly agree

3. Neither agree nor disagree

	Percent Responding		Percentages					Max ME	Average Agreement		
			1	2	3	4	5				
TOTAL	99	±1	6	9	18	43	24	±1	3.7	±0.1	
TOTAL DOD	99	±1	6	9	18	43	24	±1	3.7	±0.1	
Army	99	±1	7	9	19	43	23	±2	3.7	±0.1	
Navy	99	±1	6	11	18	44	21	±2	3.6	±0.1	
Marine Corps	100	±1	7	8	18	42	25	±4	3.7	±0.1	
Air Force	99	±1	5	8	17	44	26	±2	3.8	±0.1	
COAST GUARD	100	±1	4	8	16	46	27	±4	3.9	±0.1	
PAYGRADE											
Enlisted	100	±1	4	8	17	47	23	±4	3.8	±0.1	
E1 – E4	100	±1	5	9	25	39	21	±7	3.6	±0.2	
E5 – E9	100	±1	3	8	12	53	25	±5	3.9	±0.1	
Officers	100	±0	1	4	9	45	40	±7	4.2	±0.2	
O1 – O3	100	±0	2	7	12	44	35	±10	4.0	±0.2	
O4 – O6	100	±0	1	1	7	44	47	±11	4.3	±0.2	
RACE/ETHNICITY											
White	100	±1	3	7	17	46	27	±4	3.8	±0.1	
Total Minority	100	±1	4	9	13	48	27	±5	3.9	±0.1	
Black	99	±2	3	9	13	43	32	±9	3.9	±0.2	
Hispanic	100	±0	4	9	11	51	25	±7	3.8	±0.2	
Other Race/Ethnicity	100	±0	5	8	16	45	27	±11	3.8	±0.3	

Note. Percent responding are Service members who answered the question. Items 38.a through 38.p are used by permission of the copyright holder, The Gallup Organization, 901 F Street N.W., Washington, D.C. 20004. DoD Services are included only in Total and Total DoD categories.

38. How much do you agree or disagree with the following statements about your workplace?**i. My coworkers are committed to doing quality work**

1. Strongly disagree

2. Disagree

3. Neither agree nor disagree

4. Agree

5. Strongly agree

	Percent Responding		Percentages					Max ME	Average Agreement		
			1	2	3	4	5				
TOTAL	99	±1	4	9	23	47	17	±1	3.6	±0.1	
TOTAL DOD	99	±1	4	9	23	47	17	±1	3.6	±0.1	
Army	99	±1	5	10	24	45	16	±2	3.6	±0.1	
Navy	99	±1	4	10	24	47	15	±2	3.6	±0.1	
Marine Corps	100	±1	3	8	25	47	18	±4	3.7	±0.1	
Air Force	100	±1	3	9	21	49	18	±2	3.7	±0.1	
COAST GUARD	100	±1	3	7	21	56	14	±4	3.7	±0.1	
PAYGRADE											
Enlisted	100	±1	3	7	23	54	12	±4	3.6	±0.1	
E1 – E4	99	±1	4	8	27	52	10	±7	3.6	±0.2	
E5 – E9	100	±1	3	7	21	56	13	±5	3.7	±0.1	
Officers	100	±0	0	4	13	61	22	±7	4.0	±0.1	
O1 – O3	100	±0	1	4	12	63	20	±10	4.0	±0.2	
O4 – O6	100	±0	1	1	8	62	28	±11	4.2	±0.2	
RACE/ETHNICITY											
White	100	±1	3	7	22	57	13	±4	3.7	±0.1	
Total Minority	100	±1	3	6	20	53	18	±5	3.8	±0.1	
Black	100	±1	2	4	20	55	18	±8	3.8	±0.2	
Hispanic	100	±1	2	7	23	50	18	±7	3.7	±0.2	
Other Race/Ethnicity	100	±0	5	6	15	54	19	±11	3.8	±0.3	

Note. Percent responding are Service members who answered the question. DoD Services are included only in Total and Total DoD categories.

38. How much do you agree or disagree with the following statements about your workplace?**j. I have a best friend at work**1. Strongly disagree
4. Agree2. Disagree
5. Strongly agree

3. Neither agree nor disagree

	Percent Responding		Percentages					Max ME	Average Agreement		
			1	2	3	4	5				
TOTAL	99	±1	13	25	27	22	12	±1	2.9	±0.1	
TOTAL DOD	99	±1	13	25	27	22	12	±1	3.0	±0.1	
Army	99	±1	15	24	26	21	13	±2	2.9	±0.1	
Navy	99	±1	11	26	27	24	11	±2	3.0	±0.1	
Marine Corps	99	±1	15	20	29	23	13	±3	3.0	±0.1	
Air Force	99	±1	13	28	26	21	12	±2	2.9	±0.1	
COAST GUARD	99	±1	11	29	29	23	9	±4	2.9	±0.1	
PAYGRADE											
Enlisted	99	±1	11	27	28	25	10	±4	3.0	±0.1	
E1 – E4	99	±2	14	22	23	27	15	±7	3.1	±0.2	
E5 – E9	100	±1	9	30	32	23	6	±5	2.9	±0.1	
Officers	100	±0	11	36	31	15	7	±7	2.7	±0.2	
O1 – O3	100	±0	14	37	28	14	7	±10	2.6	±0.3	
O4 – O6	100	±0	7	36	31	19	8	±11	2.8	±0.3	
RACE/ETHNICITY											
White	99	±1	10	28	29	24	9	±4	2.9	±0.1	
Total Minority	100	±1	13	30	29	18	10	±5	2.8	±0.2	
Black	100	±1	19	34	23	17	6	±9	2.6	±0.2	
Hispanic	100	±0	12	24	31	20	13	±8	3.0	±0.2	
Other Race/Ethnicity	100	±0	10	36	31	14	8	±11	2.7	±0.3	

Note. Percent responding are Service members who answered the question. Items 38.a through 38.p are used by permission of the copyright holder, The Gallup Organization, 901 F Street N.W., Washington, D.C. 20004. DoD Services are included only in Total and Total DoD categories.

38. How much do you agree or disagree with the following statements about your workplace?**k. In the last 6 months, someone at work has talked to me about my progress**

1. Strongly disagree

2. Disagree

3. Neither agree nor disagree

4. Agree

5. Strongly agree

	Percent Responding		Percentages					Max ME	Average Agreement		
			1	2	3	4	5				
TOTAL	100	±1	5	12	13	48	22	±1	3.7	±0.1	
TOTAL DOD	100	±1	5	12	13	48	22	±1	3.7	±0.1	
Army	100	±1	6	13	13	46	22	±2	3.7	±0.1	
Navy	100	±1	4	12	13	52	20	±2	3.7	±0.1	
Marine Corps	100	±1	4	9	15	49	23	±4	3.8	±0.1	
Air Force	100	±1	5	13	12	48	23	±2	3.7	±0.1	
COAST GUARD	100	±1	5	15	14	49	18	±4	3.6	±0.1	
PAYGRADE											
Enlisted	100	±1	5	13	13	51	18	±4	3.6	±0.1	
E1 – E4	99	±1	3	11	11	53	23	±7	3.8	±0.2	
E5 – E9	100	±1	6	14	15	49	15	±5	3.5	±0.2	
Officers	100	±0	6	21	18	39	16	±7	3.4	±0.2	
O1 – O3	100	±0	4	15	14	47	21	±10	3.7	±0.3	
O4 – O6	100	±0	7	31	23	33	6	±11	3.0	±0.3	
RACE/ETHNICITY											
White	100	±1	5	15	15	49	17	±4	3.6	±0.1	
Total Minority	100	±1	6	12	14	48	20	±5	3.6	±0.2	
Black	100	±1	4	10	13	53	20	±8	3.7	±0.2	
Hispanic	100	±1	6	9	15	48	22	±8	3.7	±0.2	
Other Race/Ethnicity	100	±0	8	19	11	44	17	±11	3.4	±0.3	

Note. Percent responding are Service members who answered the question. Items 38.a through 38.p are used by permission of the copyright holder, The Gallup Organization, 901 F Street N.W., Washington, D.C. 20004. DoD Services are included only in Total and Total DoD categories.

38. How much do you agree or disagree with the following statements about your workplace?**I. This last year, I have had opportunities at work to learn and to grow**

1. Strongly disagree

2. Disagree

3. Neither agree nor disagree

4. Agree

5. Strongly agree

	Percent Responding		Percentages					Max ME	Average Agreement		
			1	2	3	4	5				
TOTAL	100	±1	4	7	13	49	27	±1	3.9	±0.1	
TOTAL DOD	100	±1	4	7	13	49	27	±1	3.9	±0.1	
Army	100	±1	5	8	13	47	26	±2	3.8	±0.1	
Navy	100	±1	5	7	13	52	24	±2	3.8	±0.1	
Marine Corps	100	±1	3	7	12	48	30	±4	4.0	±0.1	
Air Force	100	±1	3	7	12	50	28	±2	3.9	±0.1	
COAST GUARD	99	±1	2	6	12	54	25	±4	3.9	±0.1	
PAYGRADE											
Enlisted	99	±1	3	7	13	53	24	±4	3.9	±0.1	
E1 – E4	100	±1	3	7	13	49	28	±7	3.9	±0.2	
E5 – E9	99	±2	3	7	13	56	21	±5	3.8	±0.1	
Officers	100	±0	1	4	9	57	30	±7	4.1	±0.1	
O1 – O3	100	±0	0	4	6	58	31	±10	4.2	±0.2	
O4 – O6	100	±0	1	3	8	55	32	±11	4.1	±0.2	
RACE/ETHNICITY											
White	99	±1	2	6	12	55	25	±5	3.9	±0.1	
Total Minority	100	±1	4	7	14	51	25	±5	3.9	±0.2	
Black	100	±0	2	5	14	52	26	±9	4.0	±0.2	
Hispanic	100	±1	4	6	13	52	25	±7	3.9	±0.2	
Other Race/Ethnicity	100	±0	5	9	14	49	23	±12	3.8	±0.3	

Note. Percent responding are Service members who answered the question. Items 38.a through 38.p are used by permission of the copyright holder, The Gallup Organization, 901 F Street N.W., Washington, D.C. 20004. DoD Services are included only in Total and Total DoD categories.

38. How much do you agree or disagree with the following statements about your workplace?**m. At my workplace, a person's job opportunities and promotions are based only on work-related characteristics**

1. Strongly disagree
4. Agree

2. Disagree
5. Strongly agree

3. Neither agree nor disagree

	Percent Responding		Percentages					Max ME	Average Agreement		
			1	2	3	4	5				
TOTAL	100	±1	16	23	28	25	9	±1	2.9	±0.1	
TOTAL DOD	100	±1	16	23	28	25	9	±1	2.9	±0.1	
Army	99	±1	18	21	28	24	8	±2	2.8	±0.1	
Navy	100	±1	15	23	27	26	9	±2	2.9	±0.1	
Marine Corps	100	±1	18	22	27	24	9	±3	2.8	±0.1	
Air Force	100	±1	14	24	29	24	9	±2	2.9	±0.1	
COAST GUARD	100	±1	10	22	28	31	9	±4	3.1	±0.1	
PAYGRADE											
Enlisted	100	±1	12	24	27	29	8	±4	3.0	±0.1	
E1 – E4	100	±0	10	20	31	31	8	±7	3.1	±0.2	
E5 – E9	99	±1	13	26	25	27	8	±5	2.9	±0.2	
Officers	100	±0	5	16	28	39	12	±7	3.4	±0.2	
O1 – O3	100	±0	5	14	31	39	11	±10	3.4	±0.2	
O4 – O6	100	±0	3	21	21	39	16	±11	3.4	±0.3	
RACE/ETHNICITY											
White	100	±1	10	22	27	32	9	±4	3.1	±0.1	
Total Minority	100	±1	11	22	30	29	8	±5	3.0	±0.2	
Black	100	±1	9	25	30	27	9	±10	3.0	±0.2	
Hispanic	100	±0	13	20	29	30	9	±8	3.0	±0.2	
Other Race/Ethnicity	100	±0	10	21	32	30	7	±11	3.0	±0.3	

Note. Percent responding are Service members who answered the question. Items 38.a through 38.p are used by permission of the copyright holder, The Gallup Organization, 901 F Street N.W., Washington, D.C. 20004. DoD Services are included only in Total and Total DoD categories.

38. How much do you agree or disagree with the following statements about your workplace?**n. My supervisor helps everyone in my work group feel included**

1. Strongly disagree

2. Disagree

3. Neither agree nor disagree

4. Agree

5. Strongly agree

	Percent Responding		Percentages					Max ME	Average Agreement		
			1	2	3	4	5				
TOTAL	100	±1	6	10	25	44	15	±1	3.5	±0.1	
TOTAL DOD	100	±1	6	10	25	44	16	±1	3.5	±0.1	
Army	100	±1	7	10	26	42	15	±2	3.5	±0.1	
Navy	99	±1	6	11	24	45	14	±2	3.5	±0.1	
Marine Corps	100	±1	6	9	27	42	16	±3	3.5	±0.1	
Air Force	100	±1	4	8	24	46	17	±2	3.6	±0.1	
COAST GUARD	100	±1	4	11	24	49	11	±4	3.5	±0.1	
PAYGRADE											
Enlisted	100	±1	5	11	25	47	12	±4	3.5	±0.1	
E1 – E4	100	±1	5	12	27	44	13	±7	3.5	±0.2	
E5 – E9	99	±1	5	11	25	49	10	±5	3.5	±0.1	
Officers	100	±0	2	9	20	57	11	±7	3.7	±0.2	
O1 – O3	100	±0	4	7	20	57	13	±10	3.7	±0.2	
O4 – O6	100	±0	1	11	19	58	11	±11	3.7	±0.2	
RACE/ETHNICITY											
White	100	±1	4	11	24	49	11	±4	3.5	±0.1	
Total Minority	100	±1	7	9	25	47	12	±5	3.5	±0.1	
Black	100	±0	6	8	24	45	17	±9	3.6	±0.2	
Hispanic	99	±1	7	8	24	48	12	±8	3.5	±0.2	
Other Race/Ethnicity	99	±2	6	12	25	48	8	±11	3.4	±0.3	

Note. Percent responding are Service members who answered the question. Items 38.a through 38.p are used by permission of the copyright holder, The Gallup Organization, 901 F Street N.W., Washington, D.C. 20004. DoD Services are included only in Total and Total DoD categories.

38. How much do you agree or disagree with the following statements about your workplace?**o. I trust my supervisor to deal fairly with issues of equal treatment at my workplace**

1. Strongly disagree
4. Agree

2. Disagree
5. Strongly agree

3. Neither agree nor disagree

	Percent Responding		Percentages					Max ME	Average Agreement		
			1	2	3	4	5				
TOTAL	99	±1	6	7	16	46	25	±1	3.8	±0.1	
TOTAL DOD	99	±1	6	7	16	46	25	±1	3.8	±0.1	
Army	99	±1	7	8	18	44	23	±2	3.7	±0.1	
Navy	99	±1	6	8	17	47	22	±2	3.7	±0.1	
Marine Corps	100	±1	6	6	14	46	28	±4	3.8	±0.1	
Air Force	99	±1	4	6	14	47	28	±2	3.9	±0.1	
COAST GUARD	100	±1	4	9	15	52	20	±4	3.8	±0.1	
PAYGRADE											
Enlisted	99	±1	4	10	16	51	18	±4	3.7	±0.1	
E1 – E4	100	±1	3	13	18	49	18	±7	3.7	±0.2	
E5 – E9	99	±1	5	9	15	52	18	±5	3.7	±0.1	
Officers	100	±0	1	6	10	54	29	±7	4.1	±0.2	
O1 – O3	100	±0	2	6	12	59	22	±10	3.9	±0.2	
O4 – O6	100	±0	NR	8	9	42	42	±11	4.2	±0.2	
RACE/ETHNICITY											
White	100	±1	3	10	15	52	21	±4	3.8	±0.1	
Total Minority	99	±2	6	9	17	49	19	±5	3.7	±0.1	
Black	96	±7	5	7	17	49	22	±8	3.8	±0.2	
Hispanic	100	±0	6	9	17	49	19	±7	3.7	±0.2	
Other Race/Ethnicity	99	±2	8	9	15	49	18	±11	3.6	±0.3	

Note. Percent responding are Service members who answered the question. Items 38.a through 38.p are used by permission of the copyright holder, The Gallup Organization, 901 F Street N.W., Washington, D.C. 20004. DoD Services are included only in Total and Total DoD categories.

NR: Not reportable

38. How much do you agree or disagree with the following statements about your workplace?**p. At my workplace, all employees are kept well informed about issues and decisions that affect them**

1. Strongly disagree

2. Disagree

3. Neither agree nor disagree

4. Agree

5. Strongly agree

	Percent Responding		Percentages					Max ME	Average Agreement		
			1	2	3	4	5				
TOTAL	99	±1	11	15	18	39	16	±1	3.3	±0.1	
TOTAL DOD	99	±1	11	15	18	39	16	±1	3.3	±0.1	
Army	99	±1	14	18	19	34	14	±2	3.2	±0.1	
Navy	99	±1	10	14	18	42	15	±2	3.4	±0.1	
Marine Corps	100	±1	10	12	18	42	18	±4	3.5	±0.1	
Air Force	100	±1	8	15	18	42	18	±2	3.5	±0.1	
COAST GUARD	100	±1	9	14	19	44	13	±4	3.4	±0.1	
PAYGRADE											
Enlisted	100	±1	10	14	20	42	13	±4	3.3	±0.1	
E1 – E4	100	±0	12	12	21	40	15	±7	3.3	±0.2	
E5 – E9	100	±1	9	15	19	44	12	±5	3.4	±0.2	
Officers	100	±0	5	14	16	51	14	±7	3.5	±0.2	
O1 – O3	100	±0	4	16	18	50	12	±10	3.5	±0.2	
O4 – O6	100	±0	6	13	11	52	18	±11	3.6	±0.3	
RACE/ETHNICITY											
White	100	±1	10	14	19	45	13	±4	3.4	±0.1	
Total Minority	100	±0	9	14	20	42	14	±5	3.4	±0.2	
Black	100	±0	7	11	21	44	17	±9	3.5	±0.2	
Hispanic	100	±0	7	11	26	41	16	±8	3.5	±0.2	
Other Race/Ethnicity	100	±0	13	21	13	44	10	±11	3.2	±0.3	

Note. Percent responding are Service members who answered the question. Items 38.a through 38.p are used by permission of the copyright holder, The Gallup Organization, 901 F Street N.W., Washington, D.C. 20004. DoD Services are included only in Total and Total DoD categories.

39. How much do you agree or disagree with the following statements about the work you do at your workplace?**a. Your work provides you with a sense of pride.**

1. Strongly disagree

2. Disagree

3. Neither agree nor disagree

4. Agree

5. Strongly agree

	Percent Responding		Percentages					Max ME	Average Agreement		
			1	2	3	4	5				
TOTAL	100	±0	4	8	17	45	25	±1	3.8	±0.1	
TOTAL DOD	100	±0	4	8	17	45	25	±1	3.8	±0.1	
Army	100	±1	4	9	18	44	25	±2	3.8	±0.1	
Navy	100	±1	5	8	17	46	24	±2	3.8	±0.1	
Marine Corps	100	±1	4	9	19	43	25	±4	3.8	±0.1	
Air Force	100	±1	3	8	16	46	26	±2	3.8	±0.1	
COAST GUARD	100	±1	2	7	15	50	26	±4	3.9	±0.1	
PAYGRADE											
Enlisted	100	±1	3	8	17	49	24	±4	3.8	±0.1	
E1 – E4	100	±0	3	8	22	45	22	±7	3.7	±0.2	
E5 – E9	100	±1	2	8	13	52	26	±5	3.9	±0.1	
Officers	100	±0	2	3	8	53	34	±7	4.1	±0.2	
O1 – O3	100	±0	3	5	4	57	31	±10	4.1	±0.2	
O4 – O6	100	±0	1	2	11	43	43	±11	4.3	±0.2	
RACE/ETHNICITY											
White	100	±1	2	8	15	49	26	±4	3.9	±0.1	
Total Minority	100	±0	5	4	14	51	27	±5	3.9	±0.1	
Black	100	±0	2	7	15	47	30	±9	3.9	±0.2	
Hispanic	100	±0	5	4	15	50	26	±8	3.9	±0.2	
Other Race/Ethnicity	100	±0	6	1	11	56	26	±11	3.9	±0.3	

Note. Percent responding are Service members who answered the question. DoD Services are included only in Total and Total DoD categories.

39. How much do you agree or disagree with the following statements about the work you do at your workplace?**b. Your work makes good use of your skills.**

1. Strongly disagree

2. Disagree

3. Neither agree nor disagree

4. Agree

5. Strongly agree

	Percent Responding		Percentages					Max ME	Average Agreement		
			1	2	3	4	5				
TOTAL	100	±1	8	14	17	41	21	±1	3.5	±0.1	
TOTAL DOD	100	±1	8	14	17	41	21	±1	3.5	±0.1	
Army	100	±1	9	14	17	39	21	±2	3.5	±0.1	
Navy	100	±1	8	15	16	42	20	±2	3.5	±0.1	
Marine Corps	99	±1	7	13	19	39	21	±3	3.5	±0.1	
Air Force	100	±1	6	13	16	43	21	±2	3.6	±0.1	
COAST GUARD	100	±1	6	12	16	47	19	±4	3.6	±0.1	
PAYGRADE											
Enlisted	100	±1	6	12	17	46	18	±4	3.6	±0.1	
E1 – E4	100	±1	7	13	23	42	14	±7	3.4	±0.2	
E5 – E9	100	±1	6	11	13	49	20	±5	3.7	±0.2	
Officers	100	±0	5	9	10	51	26	±7	3.8	±0.2	
O1 – O3	100	±0	7	10	10	54	19	±10	3.7	±0.3	
O4 – O6	100	±0	3	8	9	48	32	±11	4.0	±0.3	
RACE/ETHNICITY											
White	100	±1	6	12	16	47	19	±4	3.6	±0.1	
Total Minority	100	±1	6	10	16	48	19	±5	3.6	±0.2	
Black	100	±1	4	9	18	45	25	±9	3.8	±0.2	
Hispanic	100	±0	7	10	15	49	19	±7	3.6	±0.2	
Other Race/Ethnicity	100	±0	8	12	15	51	15	±11	3.5	±0.3	

Note. Percent responding are Service members who answered the question. DoD Services are included only in Total and Total DoD categories.

39. How much do you agree or disagree with the following statements about the work you do at your workplace?**c. You like the kind of work you do.**

1. Strongly disagree

2. Disagree

3. Neither agree nor disagree

4. Agree

5. Strongly agree

	Percent Responding		Percentages					Max ME	Average Agreement		
			1	2	3	4	5				
TOTAL	100	±1	8	11	17	40	25	±1	3.6	±0.1	
TOTAL DOD	100	±1	8	11	17	40	25	±1	3.6	±0.1	
Army	100	±1	9	11	16	39	25	±2	3.6	±0.1	
Navy	100	±1	8	11	16	41	24	±2	3.6	±0.1	
Marine Corps	100	±1	9	11	18	39	23	±4	3.6	±0.1	
Air Force	100	±1	7	11	17	40	25	±2	3.7	±0.1	
COAST GUARD	100	±1	5	9	16	44	26	±4	3.8	±0.1	
PAYGRADE											
Enlisted	100	±1	5	9	17	45	24	±4	3.8	±0.1	
E1 – E4	100	±1	5	10	22	43	20	±7	3.6	±0.2	
E5 – E9	99	±1	5	8	14	46	27	±5	3.8	±0.2	
Officers	99	±2	4	9	12	42	33	±7	3.9	±0.2	
O1 – O3	99	±3	7	10	11	45	29	±10	3.8	±0.3	
O4 – O6	100	±0	1	12	11	41	35	±11	4.0	±0.3	
RACE/ETHNICITY											
White	100	±1	4	9	16	45	25	±4	3.8	±0.1	
Total Minority	100	±1	6	8	15	43	28	±5	3.8	±0.2	
Black	100	±0	4	8	10	46	31	±9	3.9	±0.2	
Hispanic	99	±1	4	7	18	43	27	±8	3.8	±0.2	
Other Race/Ethnicity	100	±0	8	9	14	41	28	±11	3.7	±0.3	

Note. Percent responding are Service members who answered the question. DoD Services are included only in Total and Total DoD categories.

39. How much do you agree or disagree with the following statements about the work you do at your workplace?**d. Your job gives you the chance to acquire valuable skills.**

1. Strongly disagree

2. Disagree

3. Neither agree nor disagree

4. Agree

5. Strongly agree

	Percent Responding		Percentages					Max ME	Average Agreement		
			1	2	3	4	5				
TOTAL	100	±1	6	9	16	44	25	±1	3.7	±0.1	
TOTAL DOD	100	±1	6	9	16	44	25	±1	3.7	±0.1	
Army	100	±1	7	9	16	44	25	±2	3.7	±0.1	
Navy	100	±1	6	9	16	45	24	±2	3.7	±0.1	
Marine Corps	100	±1	5	9	19	42	25	±3	3.7	±0.1	
Air Force	100	±1	5	9	16	45	26	±2	3.8	±0.1	
COAST GUARD	100	±0	3	8	17	47	24	±4	3.8	±0.1	
PAYGRADE											
Enlisted	100	±0	3	7	19	48	22	±4	3.8	±0.1	
E1 – E4	100	±0	4	9	21	45	20	±7	3.7	±0.2	
E5 – E9	100	±0	3	6	18	49	24	±5	3.9	±0.1	
Officers	100	±0	4	8	11	46	32	±7	3.9	±0.2	
O1 – O3	100	±0	5	7	7	49	32	±10	4.0	±0.2	
O4 – O6	100	±0	4	9	16	41	31	±11	3.8	±0.3	
RACE/ETHNICITY											
White	100	±0	3	8	18	48	23	±4	3.8	±0.1	
Total Minority	100	±0	4	8	16	45	27	±5	3.8	±0.2	
Black	100	±0	4	5	15	46	30	±9	3.9	±0.2	
Hispanic	100	±0	3	7	16	48	26	±7	3.9	±0.2	
Other Race/Ethnicity	100	±0	6	11	18	39	26	±11	3.7	±0.3	

Note. Percent responding are Service members who answered the question. DoD Services are included only in Total and Total DoD categories.

39. How much do you agree or disagree with the following statements about the work you do at your workplace?**e. You are satisfied with your job as a whole**

1. Strongly disagree

2. Disagree

3. Neither agree nor disagree

4. Agree

5. Strongly agree

	Percent Responding		Percentages					Max ME	Average Agreement		
			1	2	3	4	5				
TOTAL	100	±1	8	12	18	42	20	±1	3.5	±0.1	
TOTAL DOD	100	±1	8	12	19	41	20	±1	3.5	±0.1	
Army	100	±1	9	12	19	40	20	±2	3.5	±0.1	
Navy	100	±1	8	12	18	42	20	±2	3.5	±0.1	
Marine Corps	100	±1	8	12	20	41	19	±3	3.5	±0.1	
Air Force	100	±1	7	11	18	43	21	±2	3.6	±0.1	
COAST GUARD	100	±1	5	10	17	47	21	±4	3.7	±0.1	
PAYGRADE											
Enlisted	100	±0	6	9	19	47	19	±4	3.7	±0.1	
E1 – E4	100	±0	7	10	23	43	16	±7	3.5	±0.2	
E5 – E9	100	±0	4	9	15	50	22	±5	3.8	±0.1	
Officers	100	±1	2	11	9	49	29	±7	3.9	±0.2	
O1 – O3	100	±0	3	14	8	49	26	±10	3.8	±0.3	
O4 – O6	100	±0	2	8	11	47	32	±11	4.0	±0.2	
RACE/ETHNICITY											
White	100	±0	5	10	17	48	20	±4	3.7	±0.1	
Total Minority	100	±1	6	7	15	46	25	±5	3.8	±0.2	
Black	100	±0	5	6	16	45	28	±9	3.8	±0.2	
Hispanic	100	±0	7	7	16	45	25	±8	3.8	±0.2	
Other Race/Ethnicity	99	±2	7	8	14	49	23	±11	3.7	±0.3	

Note. Percent responding are Service members who answered the question. DoD Services are included only in Total and Total DoD categories.

39. Work Satisfaction scale: Constructed from Q39a-d. Work Satisfaction can be defined as a sense of pride, use of skills, work enjoyment, and the opportunity to acquire valuable skills.

	Percent Responding		Mean	Max ME	Work Satisfaction
TOTAL	100	±0	3.6	±0.1	
TOTAL DOD	100	±0	3.6	±0.1	
Army	100	±1	3.6	±0.1	
Navy	100	±1	3.6	±0.1	
Marine Corps	100	±0	3.6	±0.1	
Air Force	100	±0	3.7	±0.1	
COAST GUARD	100	±0	3.8	±0.1	
PAYGRADE					
Enlisted	100	±0	3.7	±0.1	
E1 – E4	100	±0	3.6	±0.2	
E5 – E9	100	±0	3.8	±0.1	
Officers	100	±0	4.0	±0.2	
O1 – O3	100	±0	3.9	±0.2	
O4 – O6	100	±0	4.0	±0.2	
RACE/ETHNICITY					
White	100	±0	3.8	±0.1	
Total Minority	100	±0	3.8	±0.1	
Black	100	±0	3.9	±0.2	
Hispanic	100	±0	3.8	±0.2	
Other Race/Ethnicity	100	±0	3.7	±0.3	

Note. Percent responding are Service members who answered the question. The scale ranges from 1 to 5. A higher score indicates more satisfying experiences. Cronbach's coefficient alpha = 0.92. DoD Services are included only in Total and Total DoD categories.

40. Overall, how well prepared...

a. Are you to perform your wartime job?

1. Very poorly prepared

2. Poorly prepared

3. Neither well nor poorly prepared

4. Well prepared

5. Very well prepared

	Percent Responding		Percentages					Max ME	Average Preparedness		
			1	2	3	4	5				
TOTAL	100	±1	2	5	19	45	29	±1	3.9	±0.1	
TOTAL DOD	100	±1	2	5	19	45	30	±1	3.9	±0.1	
Army	100	±1	4	6	18	43	30	±2	3.9	±0.1	
Navy	100	±1	2	4	19	46	29	±2	4.0	±0.1	
Marine Corps	100	±1	2	4	16	45	33	±4	4.0	±0.1	
Air Force	100	±1	2	5	20	45	28	±2	3.9	±0.1	
COAST GUARD	99	±1	3	5	32	45	14	±4	3.6	±0.1	
PAYGRADE											
Enlisted	99	±1	4	5	33	44	14	±4	3.6	±0.1	
E1 – E4	99	±2	5	8	29	43	15	±7	3.6	±0.2	
E5 – E9	100	±1	3	4	35	45	14	±5	3.6	±0.1	
Officers	98	±2	1	5	31	50	12	±7	3.7	±0.1	
O1 – O3	97	±4	1	5	35	46	12	±10	3.6	±0.2	
O4 – O6	99	±2	2	5	20	63	10	±11	3.7	±0.2	
RACE/ETHNICITY											
White	99	±1	3	5	33	46	14	±4	3.6	±0.1	
Total Minority	100	±1	3	7	31	44	14	±5	3.6	±0.1	
Black	100	±0	6	5	34	42	12	±9	3.5	±0.2	
Hispanic	100	±1	3	5	31	48	14	±8	3.6	±0.2	
Other Race/Ethnicity	100	±0	1	11	30	41	17	±11	3.6	±0.2	

Note. Percent responding are Service members who answered the question. DoD Services are included only in Total and Total DoD categories.

40. Overall, how well prepared...

b. Is your unit to perform its wartime mission?

1. Very poorly prepared

2. Poorly prepared

3. Neither well nor poorly prepared

4. Well prepared

5. Very well prepared

	Percent Responding		Percentages					Max ME	Average Preparedness		
			1	2	3	4	5				
TOTAL	100	±1	4	8	24	42	22	±1	3.7	±0.1	
TOTAL DOD	100	±1	4	8	24	42	23	±1	3.7	±0.1	
Army	99	±1	7	12	27	36	17	±2	3.4	±0.1	
Navy	100	±1	2	6	22	45	25	±2	3.8	±0.1	
Marine Corps	100	±1	2	6	23	43	25	±4	3.8	±0.1	
Air Force	100	±1	2	5	20	47	27	±2	3.9	±0.1	
COAST GUARD	99	±1	5	9	33	40	13	±4	3.5	±0.1	
PAYGRADE											
Enlisted	99	±1	5	10	33	39	13	±4	3.5	±0.1	
E1 – E4	99	±2	7	10	29	39	15	±7	3.5	±0.2	
E5 – E9	100	±1	4	10	35	38	12	±5	3.4	±0.1	
Officers	98	±2	2	7	35	45	11	±7	3.5	±0.2	
O1 – O3	97	±4	0	9	36	45	9	±10	3.5	±0.2	
O4 – O6	99	±2	4	7	25	51	12	±11	3.6	±0.2	
RACE/ETHNICITY											
White	99	±1	4	10	33	40	13	±4	3.5	±0.1	
Total Minority	100	±1	5	9	33	39	13	±5	3.5	±0.1	
Black	100	±0	7	6	36	37	14	±9	3.4	±0.2	
Hispanic	100	±1	7	5	32	42	13	±8	3.5	±0.2	
Other Race/Ethnicity	100	±1	1	17	32	38	11	±11	3.4	±0.2	

Note. Percent responding are Service members who answered the question. DoD Services are included only in Total and Total DoD categories.

41. How would you rate...

a. Your current level of morale?

1. Very low
4. High

2. Low
5. Very high

3. Moderate

	Percent Responding		Percentages					Max ME	Average Morale		
			1	2	3	4	5				
TOTAL	99	±1	9	14	35	30	12	±1	3.2	±0.1	
TOTAL DOD	99	±1	9	14	35	30	12	±1	3.2	±0.1	
Army	99	±1	10	15	35	28	13	±2	3.2	±0.1	
Navy	99	±1	9	14	35	30	12	±2	3.2	±0.1	
Marine Corps	100	±1	10	14	33	29	14	±3	3.2	±0.1	
Air Force	99	±1	8	14	35	32	11	±2	3.2	±0.1	
COAST GUARD	99	±1	7	14	38	31	10	±4	3.2	±0.1	
PAYGRADE											
Enlisted	100	±1	8	15	39	28	9	±4	3.2	±0.1	
E1 – E4	99	±1	11	18	36	27	8	±7	3.0	±0.2	
E5 – E9	100	±1	6	13	41	30	10	±5	3.2	±0.1	
Officers	99	±2	0	9	38	41	12	±7	3.6	±0.2	
O1 – O3	98	±3	1	13	38	37	11	±10	3.5	±0.2	
O4 – O6	100	±0	NR	5	32	50	13	±11	3.7	±0.2	
RACE/ETHNICITY											
White	100	±1	7	14	38	32	10	±4	3.2	±0.1	
Total Minority	99	±1	8	12	41	29	11	±5	3.2	±0.1	
Black	99	±1	6	13	45	26	11	±8	3.3	±0.2	
Hispanic	99	±1	6	12	37	33	13	±8	3.3	±0.2	
Other Race/Ethnicity	99	±2	11	12	44	25	7	±11	3.0	±0.3	

Note. Percent responding are Service members who answered the question. DoD Services are included only in Total and Total DoD categories.
NR: Not reportable

41. How would you rate...

b. The current level of morale in your unit?

1. Very low
4. High2. Low
5. Very high

3. Moderate

	Percent Responding		Percentages					Max ME	Average Morale		
			1	2	3	4	5				
TOTAL	99	±1	10	17	42	25	6	±1	3.0	±0.1	
TOTAL DOD	99	±1	10	17	42	25	6	±1	3.0	±0.1	
Army	99	±1	10	18	41	23	6	±2	3.0	±0.1	
Navy	99	±1	12	16	41	24	7	±2	3.0	±0.1	
Marine Corps	100	±1	8	15	44	25	8	±4	3.1	±0.1	
Air Force	99	±1	9	17	42	27	5	±2	3.0	±0.1	
COAST GUARD	100	±1	11	16	43	25	5	±4	3.0	±0.1	
PAYGRADE											
Enlisted	100	±1	13	17	42	22	5	±4	2.9	±0.1	
E1 – E4	100	±1	17	18	38	22	4	±7	2.8	±0.2	
E5 – E9	100	±1	10	17	45	23	5	±5	3.0	±0.1	
Officers	99	±1	1	10	46	38	4	±7	3.3	±0.1	
O1 – O3	99	±2	1	13	46	37	2	±10	3.3	±0.2	
O4 – O6	100	±0	NR	6	44	44	6	±11	3.5	±0.2	
RACE/ETHNICITY											
White	100	±1	10	16	43	26	4	±4	3.0	±0.1	
Total Minority	99	±1	11	15	44	23	6	±5	3.0	±0.1	
Black	100	±1	8	13	51	24	5	±9	3.0	±0.2	
Hispanic	100	±1	12	16	42	24	6	±8	2.9	±0.2	
Other Race/Ethnicity	99	±2	14	14	42	23	7	±11	2.9	±0.3	

Note. Percent responding are Service members who answered the question. DoD Services are included only in Total and Total DoD categories.

NR: Not reportable

42. How much do you agree or disagree with the following statements about your unit?**a. Service members in your unit really care about each other**

1. Strongly disagree

2. Disagree

3. Neither agree nor disagree

4. Agree

5. Strongly agree

	Percent Responding		Percentages					Max ME	Average Agreement		
			1	2	3	4	5				
TOTAL	100	±1	4	13	31	43	9	±1	3.4	±0.1	
TOTAL DOD	100	±1	4	13	31	43	9	±1	3.4	±0.1	
Army	100	±1	5	14	32	40	9	±2	3.3	±0.1	
Navy	100	±1	5	13	31	44	8	±2	3.4	±0.1	
Marine Corps	100	±1	3	13	30	43	10	±3	3.4	±0.1	
Air Force	100	±1	3	12	30	45	10	±2	3.5	±0.1	
COAST GUARD	100	±0	2	11	29	49	9	±4	3.5	±0.1	
PAYGRADE											
Enlisted	100	±0	3	12	31	47	7	±4	3.4	±0.1	
E1 – E4	100	±0	4	13	38	39	6	±7	3.3	±0.2	
E5 – E9	100	±0	1	12	27	53	7	±5	3.5	±0.1	
Officers	100	±0	0	4	20	59	16	±7	3.9	±0.1	
O1 – O3	100	±0	0	4	21	64	10	±10	3.8	±0.2	
O4 – O6	100	±0	1	5	14	51	28	±11	4.0	±0.2	
RACE/ETHNICITY											
White	100	±0	2	11	28	50	9	±4	3.5	±0.1	
Total Minority	100	±0	3	11	33	47	7	±5	3.4	±0.1	
Black	100	±0	3	12	36	44	5	±8	3.4	±0.2	
Hispanic	100	±0	4	13	31	45	6	±8	3.4	±0.2	
Other Race/Ethnicity	100	±0	0	6	32	51	10	±11	3.6	±0.2	

Note. Percent responding are Service members who answered the question. DoD Services are included only in Total and Total DoD categories.

42. How much do you agree or disagree with the following statements about your unit?

b. Service members in your unit work well as a team

1. Strongly disagree

2. Disagree

3. Neither agree nor disagree

4. Agree

5. Strongly agree

	Percent Responding		Percentages					Max ME	Average Agreement		
			1	2	3	4	5				
TOTAL	100	±1	3	8	23	53	12	±1	3.6	±0.1	
TOTAL DOD	100	±1	3	9	24	53	12	±1	3.6	±0.1	
Army	100	±1	4	10	26	48	11	±2	3.5	±0.1	
Navy	100	±1	3	8	22	55	12	±2	3.7	±0.1	
Marine Corps	100	±1	2	7	21	56	15	±4	3.7	±0.1	
Air Force	100	±1	2	8	23	54	13	±2	3.7	±0.1	
COAST GUARD	100	±1	1	5	19	60	15	±4	3.8	±0.1	
PAYGRADE											
Enlisted	100	±0	1	6	20	60	13	±4	3.8	±0.1	
E1 – E4	100	±0	2	8	26	53	11	±7	3.7	±0.2	
E5 – E9	100	±0	1	5	16	64	14	±5	3.9	±0.1	
Officers	99	±1	0	4	12	61	23	±7	4.0	±0.1	
O1 – O3	99	±2	0	3	12	64	20	±10	4.0	±0.2	
O4 – O6	99	±3	1	5	9	55	29	±11	4.1	±0.2	
RACE/ETHNICITY											
White	100	±1	1	6	18	60	15	±4	3.8	±0.1	
Total Minority	100	±1	2	5	20	59	14	±5	3.8	±0.1	
Black	100	±0	3	5	22	56	15	±9	3.8	±0.2	
Hispanic	100	±0	2	5	19	62	13	±7	3.8	±0.1	
Other Race/Ethnicity	99	±2	0	4	20	59	17	±12	3.9	±0.2	

Note. Percent responding are Service members who answered the question. DoD Services are included only in Total and Total DoD categories.

42. How much do you agree or disagree with the following statements about your unit?**c. Service members in your unit pull together to get the job done**

1. Strongly disagree

2. Disagree

3. Neither agree nor disagree

4. Agree

5. Strongly agree

	Percent Responding		Percentages					Max ME	Average Agreement		
			1	2	3	4	5				
TOTAL	100	±1	2	6	19	55	18	±1	3.8	±0.1	
TOTAL DOD	100	±1	2	6	19	54	18	±1	3.8	±0.1	
Army	100	±1	4	8	22	50	16	±2	3.7	±0.1	
Navy	100	±1	2	6	18	57	18	±2	3.8	±0.1	
Marine Corps	100	±1	2	5	16	56	22	±4	3.9	±0.1	
Air Force	100	±1	2	6	17	57	18	±2	3.9	±0.1	
COAST GUARD	100	±0	1	4	12	62	21	±4	4.0	±0.1	
PAYGRADE											
Enlisted	100	±0	1	4	13	62	19	±4	3.9	±0.1	
E1 – E4	100	±0	2	4	17	60	18	±7	3.9	±0.2	
E5 – E9	100	±0	0	4	11	64	20	±5	4.0	±0.1	
Officers	100	±0	0	3	7	60	29	±7	4.1	±0.1	
O1 – O3	100	±0	0	5	7	62	27	±10	4.1	±0.2	
O4 – O6	100	±0	1	1	9	52	37	±11	4.2	±0.2	
RACE/ETHNICITY											
White	100	±0	1	4	12	62	21	±4	4.0	±0.1	
Total Minority	100	±0	1	3	14	61	20	±5	4.0	±0.1	
Black	100	±0	1	5	16	60	18	±9	3.9	±0.2	
Hispanic	100	±0	1	3	15	61	20	±7	3.9	±0.1	
Other Race/Ethnicity	100	±0	1	3	12	62	23	±11	4.0	±0.2	

Note. Percent responding are Service members who answered the question. DoD Services are included only in Total and Total DoD categories.

42. How much do you agree or disagree with the following statements about your unit?

d. Service members in your unit trust each other

1. Strongly disagree

2. Disagree

3. Neither agree nor disagree



















4. Agree

5. Strongly agree

	Percent Responding		Percentages					Max ME	Average Agreement		
			1	2	3	4	5				
TOTAL	100	±1	6	13	32	39	10	±1	3.3	±0.1	
TOTAL DOD	100	±1	6	13	32	38	10	±1	3.3	±0.1	
Army	100	±1	8	14	35	34	9	±2	3.2	±0.1	
Navy	100	±1	6	14	31	40	9	±2	3.3	±0.1	
Marine Corps	100	±1	6	11	30	42	11	±4	3.4	±0.1	
Air Force	100	±1	5	13	31	40	10	±2	3.4	±0.1	
COAST GUARD	100	±1	3	11	27	49	10	±4	3.5	±0.1	
PAYGRADE											
Enlisted	100	±1	4	12	29	46	8	±4	3.4	±0.1	
E1 – E4	100	±1	7	16	34	37	6	±7	3.2	±0.2	
E5 – E9	100	±1	3	10	26	52	9	±5	3.6	±0.1	
Officers	100	±0	0	4	16	60	20	±7	3.9	±0.1	
O1 – O3	100	±0	0	6	15	63	16	±10	3.9	±0.2	
O4 – O6	100	±0	0	1	14	58	27	±11	4.1	±0.2	
RACE/ETHNICITY											
White	100	±1	3	11	25	51	11	±4	3.6	±0.1	
Total Minority	100	±1	4	12	34	42	8	±5	3.4	±0.1	
Black	100	±0	7	15	38	34	5	±9	3.2	±0.2	
Hispanic	99	±1	4	11	36	40	8	±8	3.4	±0.2	
Other Race/Ethnicity	100	±0	2	10	27	50	12	±11	3.6	±0.2	

Note. Percent responding are Service members who answered the question. DoD Services are included only in Total and Total DoD categories.

42. Unit Cohesion: Constructed from Q42a-d. Unit Cohesion can be defined as affective ties within a small group that sustain member's commitment to each other, their unit, and their mission.

	Percent Responding		Mean	Max ME	Average Cohesion
TOTAL	100	±1	3.5	±0.1	
TOTAL DOD	100	±1	3.5	±0.1	
Army	100	±1	3.4	±0.1	
Navy	100	±1	3.5	±0.1	
Marine Corps	100	±0	3.6	±0.1	
Air Force	100	±1	3.6	±0.1	
COAST GUARD	100	±0	3.7	±0.1	
PAYGRADE					
Enlisted	100	±0	3.6	±0.1	
E1 – E4	100	±0	3.5	±0.1	
E5 – E9	100	±0	3.7	±0.1	
Officers	100	±0	4.0	±0.1	
O1 – O3	100	±0	4.0	±0.2	
O4 – O6	100	±0	4.1	±0.2	
RACE/ETHNICITY					
White	100	±0	3.7	±0.1	
Total Minority	100	±0	3.6	±0.1	
Black	100	±0	3.5	±0.2	
Hispanic	100	±0	3.6	±0.1	
Other Race/Ethnicity	100	±0	3.8	±0.2	

Note. Percent responding are Service members who answered the question. The scale ranges from 1 to 5. A higher score indicates more unit cohesion. Cronbach's coefficient alpha = 0.92. DoD Services are included only in Total and Total DoD categories.

43. In the past month, how often have you...

a. Been upset because of something that happened unexpectedly?

1. Never
4. Fairly often

2. Almost never
5. Very often

3. Sometimes

	Percent Responding		Percentages					Max ME	Frequency of Occurrence		
			1	2	3	4	5				
TOTAL	100	±0	8	24	45	16	8	±1	2.9	±0.1	
TOTAL DOD	100	±0	8	24	45	16	8	±1	2.9	±0.1	
Army	100	±1	7	20	45	18	10	±2	3.1	±0.1	
Navy	100	±1	7	23	46	16	8	±2	3.0	±0.1	
Marine Corps	100	±1	6	20	47	18	8	±4	3.0	±0.1	
Air Force	100	±0	10	30	42	12	5	±2	2.7	±0.1	
COAST GUARD	100	±0	7	27	47	15	4	±4	2.8	±0.1	
PAYGRADE											
Enlisted	100	±0	7	25	47	16	5	±4	2.9	±0.1	
E1 – E4	100	±0	5	21	47	20	7	±7	3.0	±0.2	
E5 – E9	100	±0	8	28	47	13	4	±5	2.8	±0.1	
Officers	100	±0	7	36	46	9	2	±7	2.6	±0.2	
O1 – O3	100	±0	9	32	49	7	3	±10	2.6	±0.2	
O4 – O6	100	±0	6	50	38	6	NR	±11	2.4	±0.2	
RACE/ETHNICITY											
White	100	±0	7	28	46	15	4	±4	2.8	±0.1	
Total Minority	100	±0	7	23	48	15	7	±5	2.9	±0.2	
Black	100	±0	13	24	50	9	5	±9	2.7	±0.2	
Hispanic	100	±0	5	23	49	19	4	±7	2.9	±0.2	
Other Race/Ethnicity	100	±0	6	22	46	14	11	±12	3.0	±0.3	

Note. Percent responding are Service members who answered the question. DoD Services are included only in Total and Total DoD categories.

NR: Not reportable

43. In the past month, how often have you...

b. Felt that you were unable to control the important things in your life?

1. Never
4. Fairly often

2. Almost never
5. Very often

3. Sometimes

	Percent Responding		Percentages					Max ME	Frequency of Occurrence		
			1	2	3	4	5				
TOTAL	100	±1	17	29	32	13	9	±1	2.7	±0.1	
TOTAL DOD	100	±1	17	29	32	13	9	±1	2.7	±0.1	
Army	100	±1	15	26	32	16	12	±2	2.8	±0.1	
Navy	100	±1	15	29	33	13	9	±2	2.7	±0.1	
Marine Corps	100	±1	13	27	35	15	10	±3	2.8	±0.1	
Air Force	100	±1	22	34	29	10	6	±2	2.4	±0.1	
COAST GUARD	99	±1	15	32	34	12	6	±4	2.6	±0.1	
PAYGRADE											
Enlisted	99	±1	16	31	35	12	7	±4	2.6	±0.1	
E1 – E4	100	±0	13	26	36	17	8	±7	2.8	±0.2	
E5 – E9	99	±1	17	34	34	9	6	±5	2.5	±0.2	
Officers	100	±1	13	39	32	12	4	±7	2.5	±0.2	
O1 – O3	100	±1	17	36	30	12	5	±10	2.5	±0.3	
O4 – O6	100	±0	13	38	33	12	4	±11	2.5	±0.3	
RACE/ETHNICITY											
White	99	±1	15	33	34	13	6	±4	2.6	±0.1	
Total Minority	100	±1	17	31	34	11	7	±5	2.6	±0.2	
Black	100	±1	25	32	27	9	6	±10	2.4	±0.2	
Hispanic	100	±0	16	31	36	8	8	±8	2.6	±0.2	
Other Race/Ethnicity	100	±0	12	29	38	15	7	±11	2.8	±0.3	

Note. Percent responding are Service members who answered the question. DoD Services are included only in Total and Total DoD categories.

43. In the past month, how often have you...

c. Felt nervous and stressed?

1. Never
4. Fairly often

2. Almost never
5. Very often

3. Sometimes

	Percent Responding		Percentages					Max ME	Frequency of Occurrence		
			1	2	3	4	5				
TOTAL	100	±1	8	21	40	19	12	±1	3.1	±0.1	
TOTAL DOD	100	±1	8	21	40	19	12	±1	3.1	±0.1	
Army	100	±1	7	20	39	20	15	±2	3.1	±0.1	
Navy	100	±1	8	19	41	20	12	±2	3.1	±0.1	
Marine Corps	100	±1	7	18	41	20	14	±4	3.2	±0.1	
Air Force	100	±1	10	25	40	17	9	±2	2.9	±0.1	
COAST GUARD	100	±1	6	21	44	20	8	±4	3.0	±0.1	
PAYGRADE											
Enlisted	100	±1	6	20	44	21	9	±4	3.1	±0.1	
E1 – E4	100	±0	4	14	44	26	12	±7	3.3	±0.2	
E5 – E9	100	±1	7	24	45	17	7	±5	2.9	±0.1	
Officers	100	±0	6	25	45	17	6	±7	2.9	±0.2	
O1 – O3	100	±0	5	25	44	17	9	±10	3.0	±0.2	
O4 – O6	100	±0	10	22	50	13	4	±11	2.8	±0.2	
RACE/ETHNICITY											
White	100	±1	6	20	45	21	8	±4	3.1	±0.1	
Total Minority	100	±1	7	23	42	18	9	±5	3.0	±0.2	
Black	100	±1	14	28	39	13	7	±9	2.7	±0.2	
Hispanic	100	±1	4	24	45	18	10	±8	3.1	±0.2	
Other Race/Ethnicity	100	±0	7	19	42	22	10	±11	3.1	±0.3	

Note. Percent responding are Service members who answered the question. DoD Services are included only in Total and Total DoD categories.

43. In the past month, how often have you...

d. Felt confident about your ability to handle your personal problems?

1. Never
4. Fairly often

2. Almost never
5. Very often

3. Sometimes

	Percent Responding		Percentages					Max ME	Frequency of Occurrence		
			1	2	3	4	5				
TOTAL	99	±1	3	7	20	33	37	±1	3.9	±0.1	
TOTAL DOD	99	±1	3	7	20	33	37	±1	3.9	±0.1	
Army	99	±1	4	7	22	32	35	±2	3.9	±0.1	
Navy	99	±1	3	6	22	34	34	±2	3.9	±0.1	
Marine Corps	99	±1	2	7	20	34	38	±3	4.0	±0.1	
Air Force	99	±1	4	6	15	34	41	±2	4.0	±0.1	
COAST GUARD	100	±1	3	7	20	35	36	±4	3.9	±0.1	
PAYGRADE											
Enlisted	100	±0	3	8	22	34	33	±4	3.9	±0.1	
E1 – E4	100	±0	3	9	27	35	26	±7	3.7	±0.2	
E5 – E9	100	±0	3	7	18	34	38	±5	4.0	±0.1	
Officers	100	±1	2	4	10	38	46	±7	4.2	±0.2	
O1 – O3	100	±1	2	3	12	46	37	±10	4.1	±0.2	
O4 – O6	99	±2	1	NR	10	31	56	±11	4.4	±0.2	
RACE/ETHNICITY											
White	100	±1	2	7	19	35	36	±4	3.9	±0.1	
Total Minority	100	±1	3	7	21	33	35	±5	3.9	±0.2	
Black	99	±1	7	3	17	32	40	±12	3.9	±0.3	
Hispanic	100	±0	2	7	24	30	37	±8	3.9	±0.2	
Other Race/Ethnicity	100	±0	2	9	20	40	29	±11	3.8	±0.3	

Note. Percent responding are Service members who answered the question. DoD Services are included only in Total and Total DoD categories.
NR: Not reportable

43. In the past month, how often have you...

e. Felt that things were going your way?

1. Never
4. Fairly often

2. Almost never
5. Very often

3. Sometimes

	Percent Responding		Percentages					Max ME	Frequency of Occurrence		
			1	2	3	4	5				
TOTAL	99	±1	5	13	41	31	10	±1	3.3	±0.1	
TOTAL DOD	99	±1	5	13	41	31	10	±1	3.3	±0.1	
Army	99	±1	6	16	43	26	9	±2	3.2	±0.1	
Navy	99	±1	4	13	41	32	10	±2	3.3	±0.1	
Marine Corps	100	±1	5	14	42	29	8	±4	3.2	±0.1	
Air Force	100	±1	3	11	39	35	12	±2	3.4	±0.1	
COAST GUARD	100	±1	3	11	39	36	11	±4	3.4	±0.1	
PAYGRADE											
Enlisted	100	±1	4	13	41	33	9	±4	3.3	±0.1	
E1 – E4	100	±0	6	19	42	27	7	±7	3.1	±0.2	
E5 – E9	100	±1	2	9	40	38	12	±5	3.5	±0.1	
Officers	100	±0	0	5	31	48	15	±7	3.7	±0.1	
O1 – O3	100	±0	0	4	35	51	10	±10	3.7	±0.2	
O4 – O6	100	±0	NR	4	28	47	20	±11	3.8	±0.2	
RACE/ETHNICITY											
White	100	±0	3	11	38	37	11	±4	3.4	±0.1	
Total Minority	99	±2	2	12	41	34	10	±5	3.4	±0.1	
Black	96	±7	2	12	43	31	12	±8	3.4	±0.2	
Hispanic	100	±0	3	11	36	38	11	±8	3.4	±0.2	
Other Race/Ethnicity	100	±0	NR	14	48	32	6	±11	3.3	±0.2	

Note. Percent responding are Service members who answered the question. DoD Services are included only in Total and Total DoD categories.

NR: Not reportable

43. In the past month, how often have you...

f. Found that you could not cope with all of the things you had to do?

1. Never

2. Almost never

3. Sometimes

4. Fairly often

5. Very often

	Percent Responding		Percentages					Max ME	Frequency of Occurrence		
			1	2	3	4	5				
TOTAL	100	±1	30	35	25	7	3	±1	2.2	±0.1	
TOTAL DOD	100	±1	30	35	25	7	3	±1	2.2	±0.1	
Army	100	±1	28	34	26	8	4	±2	2.3	±0.1	
Navy	100	±1	27	36	27	7	3	±2	2.2	±0.1	
Marine Corps	100	±1	32	34	25	6	3	±3	2.2	±0.1	
Air Force	100	±1	34	36	22	6	2	±2	2.1	±0.1	
COAST GUARD	100	±0	27	38	28	5	2	±4	2.2	±0.1	
PAYGRADE											
Enlisted	100	±1	25	39	30	5	2	±4	2.2	±0.1	
E1 – E4	100	±0	23	37	34	5	1	±7	2.3	±0.2	
E5 – E9	100	±1	27	41	26	4	2	±5	2.1	±0.1	
Officers	100	±0	35	33	22	8	2	±7	2.1	±0.2	
O1 – O3	100	±0	37	31	23	7	3	±10	2.1	±0.3	
O4 – O6	100	±0	31	34	25	8	1	±11	2.1	±0.3	
RACE/ETHNICITY											
White	100	±0	28	37	28	5	2	±4	2.2	±0.1	
Total Minority	100	±1	24	39	29	6	3	±5	2.2	±0.1	
Black	100	±0	30	40	21	7	2	±8	2.1	±0.2	
Hispanic	100	±1	21	39	32	5	2	±8	2.3	±0.2	
Other Race/Ethnicity	100	±0	22	40	30	5	NR	±11	2.3	±0.3	

Note. Percent responding are Service members who answered the question. DoD Services are included only in Total and Total DoD categories.

NR: Not reportable

43. In the past month, how often have you...

g. Been able to control irritations in your life?

1. Never
4. Fairly often

2. Almost never
5. Very often

3. Sometimes

	Percent Responding		Percentages					Max ME	Frequency of Occurrence		
			1	2	3	4	5				
TOTAL	99	±1	5	10	29	37	20	±1	3.6	±0.1	
TOTAL DOD	99	±1	5	10	29	37	20	±1	3.6	±0.1	
Army	99	±1	5	11	32	34	18	±2	3.5	±0.1	
Navy	100	±1	4	10	29	39	18	±2	3.6	±0.1	
Marine Corps	100	±1	5	10	29	38	19	±4	3.6	±0.1	
Air Force	99	±1	5	8	24	39	23	±2	3.7	±0.1	
COAST GUARD	100	±1	4	10	29	39	19	±4	3.6	±0.1	
PAYGRADE											
Enlisted	100	±1	4	11	31	37	17	±4	3.5	±0.1	
E1 – E4	100	±1	2	13	35	36	13	±7	3.5	±0.2	
E5 – E9	100	±1	5	9	28	38	20	±5	3.6	±0.1	
Officers	100	±0	2	6	19	45	27	±7	3.9	±0.2	
O1 – O3	100	±0	3	8	23	39	27	±10	3.8	±0.3	
O4 – O6	100	±0	2	3	12	56	27	±11	4.0	±0.2	
RACE/ETHNICITY											
White	100	±0	4	9	29	40	18	±4	3.6	±0.1	
Total Minority	100	±1	2	12	28	34	23	±5	3.6	±0.1	
Black	100	±1	5	10	22	40	23	±9	3.7	±0.2	
Hispanic	100	±0	2	11	29	34	24	±8	3.7	±0.2	
Other Race/Ethnicity	100	±0	1	15	33	28	22	±11	3.6	±0.3	

Note. Percent responding are Service members who answered the question. DoD Services are included only in Total and Total DoD categories.



















43. In the past month, how often have you...

h. Felt that you were on top of things?

1. Never
4. Fairly often

2. Almost never
5. Very often

3. Sometimes

	Percent Responding		Percentages					Max ME	Frequency of Occurrence		
			1	2	3	4	5				
TOTAL	99	±1	2	7	29	42	19	±1	3.7	±0.1	
TOTAL DOD	99	±1	2	7	29	42	19	±1	3.7	±0.1	
Army	99	±1	3	8	32	40	18	±2	3.6	±0.1	
Navy	99	±1	2	7	29	44	18	±2	3.7	±0.1	
Marine Corps	99	±1	2	6	28	42	21	±4	3.7	±0.1	
Air Force	99	±1	2	6	27	45	21	±2	3.8	±0.1	
COAST GUARD	99	±1	1	8	27	47	17	±4	3.7	±0.1	
PAYGRADE											
Enlisted	100	±1	2	8	28	47	16	±4	3.7	±0.1	
E1 – E4	100	±1	2	11	32	41	13	±7	3.5	±0.2	
E5 – E9	99	±1	1	5	25	51	18	±5	3.8	±0.1	
Officers	99	±2	0	6	22	48	23	±7	3.9	±0.2	
O1 – O3	99	±3	0	8	26	47	19	±10	3.8	±0.2	
O4 – O6	99	±3	1	2	16	53	28	±11	4.0	±0.2	
RACE/ETHNICITY											
White	99	±1	1	7	26	48	17	±4	3.7	±0.1	
Total Minority	100	±1	2	8	29	44	18	±5	3.7	±0.1	
Black	99	±2	1	6	25	50	18	±8	3.8	±0.2	
Hispanic	100	±1	1	7	25	46	20	±7	3.8	±0.2	
Other Race/Ethnicity	100	±0	NR	10	38	34	14	±11	3.5	±0.3	

Note. Percent responding are Service members who answered the question. DoD Services are included only in Total and Total DoD categories.
NR: Not reportable

43. In the past month, how often have you...**i. Been angered because of things that were outside of your control?**

1. Never

2. Almost never

3. Sometimes

4. Fairly often

5. Very often

	Percent Responding		Percentages					Max ME	Frequency of Occurrence		
			1	2	3	4	5				
TOTAL	100	±1	8	23	40	18	11	±1	3.0	±0.1	
TOTAL DOD	100	±1	8	22	40	18	12	±1	3.0	±0.1	
Army	100	±1	7	20	38	20	14	±2	3.1	±0.1	
Navy	100	±1	7	23	43	17	10	±2	3.0	±0.1	
Marine Corps	100	±1	6	18	39	20	16	±4	3.2	±0.1	
Air Force	100	±1	10	27	40	16	7	±2	2.8	±0.1	
COAST GUARD	100	±1	7	25	44	16	9	±4	2.9	±0.1	
PAYGRADE											
Enlisted	100	±1	6	23	44	17	10	±4	3.0	±0.1	
E1 – E4	100	±0	5	16	45	22	12	±7	3.2	±0.2	
E5 – E9	100	±1	8	27	43	13	9	±5	2.9	±0.1	
Officers	100	±1	8	35	44	11	3	±7	2.7	±0.2	
O1 – O3	100	±0	6	37	41	12	3	±10	2.7	±0.2	
O4 – O6	100	±1	7	38	44	8	3	±11	2.6	±0.2	
RACE/ETHNICITY											
White	100	±0	6	25	44	15	9	±4	3.0	±0.1	
Total Minority	100	±1	9	25	42	17	7	±5	2.9	±0.1	
Black	100	±0	13	27	41	13	6	±9	2.7	±0.2	
Hispanic	100	±1	7	24	44	17	8	±8	2.9	±0.2	
Other Race/Ethnicity	100	±0	9	24	39	22	6	±11	2.9	±0.3	

Note. Percent responding are Service members who answered the question. DoD Services are included only in Total and Total DoD categories.

43. In the past month, how often have you...

j. Felt difficulties were piling up so high that you could not overcome them?

1. Never

2. Almost never

3. Sometimes



















4. Fairly often

5. Very often

	Percent Responding		Percentages					Max ME	Frequency of Occurrence		
			1	2	3	4	5				
TOTAL	100	±1	28	36	25	7	4	±1	2.2	±0.1	
TOTAL DOD	100	±1	28	36	25	7	4	±1	2.2	±0.1	
Army	99	±1	26	34	27	8	5	±2	2.3	±0.1	
Navy	100	±1	25	37	27	7	4	±2	2.3	±0.1	
Marine Corps	100	±1	26	36	27	7	4	±3	2.2	±0.1	
Air Force	100	±1	33	38	21	6	2	±2	2.1	±0.1	
COAST GUARD	100	±1	27	36	29	5	3	±4	2.2	±0.1	
PAYGRADE											
Enlisted	100	±1	26	35	31	5	3	±4	2.2	±0.1	
E1 – E4	99	±2	21	33	34	7	5	±7	2.4	±0.2	
E5 – E9	100	±1	30	37	29	3	1	±5	2.1	±0.1	
Officers	100	±0	32	38	22	5	2	±7	2.1	±0.2	
O1 – O3	100	±0	31	39	23	7	1	±10	2.1	±0.2	
O4 – O6	100	±0	33	41	19	5	1	±11	2.0	±0.2	
RACE/ETHNICITY											
White	100	±1	27	36	29	6	2	±4	2.2	±0.1	
Total Minority	100	±1	30	34	30	3	3	±5	2.2	±0.1	
Black	100	±1	38	34	20	4	4	±9	2.0	±0.2	
Hispanic	99	±1	26	41	29	3	2	±8	2.1	±0.2	
Other Race/Ethnicity	100	±0	28	25	39	3	4	±11	2.3	±0.3	

Note. Percent responding are Service members who answered the question. DoD Services are included only in Total and Total DoD categories.

43. Perceived Stress scale: Constructed from Q43a-j. Perceived Stress can be defined as Service members' stress levels, measured by emotional experiences/reactions in the month prior to taking the survey.

	Percent Responding		Mean	Max ME	Perceived Stress
TOTAL	97	±1	15.6	±0.2	
TOTAL DOD	97	±1	15.6	±0.2	
Army	96	±1	16.6	±0.3	
Navy	97	±1	15.8	±0.2	
Marine Corps	97	±1	16.1	±0.4	
Air Force	97	±1	14.1	±0.2	
COAST GUARD	98	±1	15.2	±0.5	
PAYGRADE					
Enlisted	98	±2	15.7	±0.5	
E1 – E4	99	±2	17.2	±0.9	
E5 – E9	97	±2	14.6	±0.6	
Officers	98	±2	13.2	±0.8	
O1 – O3	98	±3	13.7	±1.3	
O4 – O6	98	±3	12.2	±1.3	
RACE/ETHNICITY					
White	98	±2	15.2	±0.6	
Total Minority	98	±2	15.2	±0.7	
Black	93	±7	14.0	±1.0	
Hispanic	99	±2	15.2	±0.9	
Other Race/Ethnicity	100	±0	16.2	±1.7	

Note. Percent responding are Service members who answered the question. The scale ranges from 0 to 40. A higher score indicates a higher level of stress. Cronbach's coefficient alpha = 0.86. DoD Services are included only in Total and Total DoD categories.

44. How true or false is each of the following statements for you?

a. I am as healthy as anybody I know.

1. Definitely false

2. Mostly false

3. Mostly true

4. Definitely true

	Percent Responding		Percentages				Max ME	Degree of Truth		
			1	2	3	4				
TOTAL	100	±1	4	10	58	29	±1	3.1	±0.1	
TOTAL DOD	100	±1	4	10	57	29	±1	3.1	±0.1	
Army	100	±1	5	11	56	29	±2	3.1	±0.1	
Navy	100	±1	3	10	59	27	±2	3.1	±0.1	
Marine Corps	100	±1	3	10	55	32	±4	3.2	±0.1	
Air Force	100	±1	3	10	59	28	±2	3.1	±0.1	
COAST GUARD	100	±1	3	10	60	27	±4	3.1	±0.1	
PAYGRADE										
Enlisted	100	±1	3	10	61	27	±4	3.1	±0.1	
E1 – E4	100	±0	5	8	60	27	±7	3.1	±0.1	
E5 – E9	99	±1	1	11	61	27	±5	3.1	±0.1	
Officers	100	±0	3	10	59	28	±7	3.1	±0.1	
O1 – O3	100	±0	1	12	55	33	±10	3.2	±0.2	
O4 – O6	100	±0	3	7	62	27	±11	3.1	±0.2	
RACE/ETHNICITY										
White	100	±1	3	10	60	27	±4	3.1	±0.1	
Total Minority	100	±1	2	8	61	29	±5	3.2	±0.1	
Black	100	±1	1	8	55	35	±9	3.2	±0.1	
Hispanic	100	±0	2	7	61	30	±7	3.2	±0.1	
Other Race/Ethnicity	100	±1	4	10	66	20	±11	3.0	±0.2	

Note. Percent responding are Service members who answered the question. DoD Services are included only in Total and Total DoD categories.



















44. How true or false is each of the following statements for you?

b. I seem to get sick a little easier than other people.

1. Definitely false
4. Definitely true

2. Mostly false

3. Mostly true

	Percent Responding		Percentages				Max ME	Degree of Truth		
			1	2	3	4				
TOTAL	99	±1	56	36	7	2	±1	1.5	±0.1	
TOTAL DOD	99	±1	56	36	7	2	±1	1.5	±0.1	
Army	99	±1	54	36	8	2	±2	1.6	±0.1	
Navy	100	±1	54	37	7	2	±2	1.6	±0.1	
Marine Corps	100	±1	57	35	7	1	±4	1.5	±0.1	
Air Force	100	±1	58	34	6	1	±2	1.5	±0.1	
COAST GUARD	99	±1	58	35	6	1	±4	1.5	±0.1	
PAYGRADE										
Enlisted	99	±1	58	35	6	1	±4	1.5	±0.1	
E1 – E4	99	±2	58	34	6	2	±7	1.5	±0.1	
E5 – E9	99	±1	58	36	6	0	±5	1.5	±0.1	
Officers	99	±1	58	36	5	1	±7	1.5	±0.1	
O1 – O3	99	±3	59	35	4	2	±10	1.5	±0.2	
O4 – O6	100	±0	57	38	5	NR	±11	1.5	±0.2	
RACE/ETHNICITY										
White	99	±1	58	36	6	1	±4	1.5	±0.1	
Total Minority	99	±1	59	33	7	1	±5	1.5	±0.1	
Black	99	±1	69	24	7	0	±7	1.4	±0.1	
Hispanic	99	±1	63	31	6	0	±8	1.4	±0.1	
Other Race/Ethnicity	100	±1	46	45	8	1	±11	1.6	±0.2	

Note. Percent responding are Service members who answered the question. DoD Services are included only in Total and Total DoD categories.
NR: Not reportable

44. How true or false is each of the following statements for you?



















c. I expect my health to get worse.

1. Definitely false

2. Mostly false

3. Mostly true

4. Definitely true

	Percent Responding		Percentages				Max ME	Degree of Truth		
			1	2	3	4				
TOTAL	100	±1	55	32	11	3	±1	1.6	±0.1	
TOTAL DOD	100	±1	55	32	11	3	±1	1.6	±0.1	
Army	100	±1	52	31	13	4	±2	1.7	±0.1	
Navy	100	±1	54	33	10	2	±2	1.6	±0.1	
Marine Corps	100	±1	53	32	12	3	±4	1.7	±0.1	
Air Force	100	±1	60	31	8	1	±2	1.5	±0.1	
COAST GUARD	99	±1	55	34	8	2	±4	1.6	±0.1	
PAYGRADE										
Enlisted	99	±1	58	33	8	2	±4	1.5	±0.1	
E1 – E4	100	±0	60	32	7	2	±7	1.5	±0.1	
E5 – E9	99	±1	57	33	8	1	±5	1.5	±0.1	
Officers	99	±2	44	41	12	3	±7	1.7	±0.1	
O1 – O3	99	±3	58	31	8	2	±10	1.5	±0.2	
O4 – O6	100	±0	34	48	16	2	±11	1.9	±0.2	
RACE/ETHNICITY										
White	99	±1	53	36	9	2	±4	1.6	±0.1	
Total Minority	99	±1	63	28	7	2	±5	1.5	±0.1	
Black	99	±1	72	20	7	1	±7	1.4	±0.1	
Hispanic	100	±1	67	27	5	1	±7	1.4	±0.1	
Other Race/Ethnicity	99	±2	49	37	10	4	±11	1.7	±0.2	

Note. Percent responding are Service members who answered the question. DoD Services are included only in Total and Total DoD categories.

44. How true or false is each of the following statements for you?



















d. My health is excellent.

1. Definitely false

2. Mostly false



















3. Mostly true

4. Definitely true

	Percent Responding		Percentages				Max ME	Degree of Truth		
			1	2	3	4				
TOTAL	100	±1	5	10	56	29	±1	3.1	±0.1	
TOTAL DOD	100	±1	5	10	56	29	±1	3.1	±0.1	
Army	100	±1	6	11	55	28	±2	3.0	±0.1	
Navy	100	±1	4	10	56	30	±2	3.1	±0.1	
Marine Corps	100	±1	4	9	53	34	±4	3.2	±0.1	
Air Force	100	±1	3	9	59	29	±2	3.1	±0.1	
COAST GUARD	100	±1	3	9	61	28	±4	3.1	±0.1	
PAYGRADE										
Enlisted	100	±1	3	9	62	26	±4	3.1	±0.1	
E1 – E4	100	±0	4	9	60	26	±7	3.1	±0.1	
E5 – E9	100	±1	2	9	62	26	±5	3.1	±0.1	
Officers	99	±2	2	7	58	33	±7	3.2	±0.1	
O1 – O3	98	±3	1	7	52	41	±10	3.3	±0.2	
O4 – O6	100	±0	1	6	62	30	±11	3.2	±0.2	
RACE/ETHNICITY										
White	100	±1	3	9	62	27	±4	3.1	±0.1	
Total Minority	100	±1	4	7	58	31	±5	3.2	±0.1	
Black	100	±0	3	7	52	39	±9	3.3	±0.2	
Hispanic	100	±1	3	6	60	31	±7	3.2	±0.1	
Other Race/Ethnicity	100	±0	7	8	61	24	±11	3.0	±0.2	

Note. Percent responding are Service members who answered the question. DoD Services are included only in Total and Total DoD categories.

44. General Health scale: Constructed from Q44a-d. The General Health scale is designed to provide a self-assessment of overall physical well-being.

	Percent Responding		Mean	Max ME	General Health
TOTAL	100	±1	3.3	±0.1	
TOTAL DOD	100	±1	3.3	±0.1	
Army	100	±1	3.2	±0.1	
Navy	100	±1	3.3	±0.1	
Marine Corps	100	±1	3.3	±0.1	
Air Force	100	±1	3.3	±0.1	
COAST GUARD	100	±1	3.3	±0.1	
PAYGRADE					
Enlisted	100	±1	3.3	±0.1	
E1 – E4	100	±0	3.3	±0.1	
E5 – E9	99	±1	3.3	±0.1	
Officers	99	±1	3.3	±0.1	
O1 – O3	99	±3	3.4	±0.1	
O4 – O6	100	±0	3.3	±0.1	
RACE/ETHNICITY					
White	100	±1	3.3	±0.1	
Total Minority	100	±1	3.3	±0.1	
Black	100	±1	3.4	±0.1	
Hispanic	100	±1	3.4	±0.1	
Other Race/Ethnicity	100	±1	3.2	±0.2	

Note. Percent responding are Service members who answered the question. The scale ranges from 1 to 4. A higher score indicates more positive perceptions of health. Cronbach's coefficient alpha = 0.75. DoD Services are included only in Total and Total DoD categories.

45. How frequently during the past 12 months have you been in circumstances where you thought military personnel (on or off duty, on or off installation) and/or Service/DoD civilian employees and/or contractors (on or off installation)...



















a. Made unwelcome attempts to draw you into an offensive discussion of racial/ethnic matters?

1. Never

2. Once or twice

3. Sometimes

4. Often

	Percent Responding		Percentages				Max ME	Frequency of Behaviors		
			1	2	3	4				
TOTAL	100	±1	77	14	7	2	±1	1.3	±0.1	
TOTAL DOD	100	±1	77	14	7	2	±1	1.3	±0.1	
Army	100	±1	74	16	8	2	±2	1.4	±0.1	
Navy	99	±1	74	16	8	2	±2	1.4	±0.1	
Marine Corps	100	±1	74	16	8	2	±3	1.4	±0.1	
Air Force	99	±1	84	11	4	1	±1	1.2	±0.1	
COAST GUARD	100	±1	78	15	6	2	±3	1.3	±0.1	
PAYGRADE										
Enlisted	99	±1	75	17	6	2	±4	1.3	±0.1	
E1 – E4	99	±2	72	18	8	2	±7	1.4	±0.1	
E5 – E9	100	±0	78	16	4	2	±4	1.3	±0.1	
Officers	100	±0	86	9	5	0	±5	1.2	±0.1	
O1 – O3	100	±0	83	9	7	0	±8	1.2	±0.2	
O4 – O6	100	±0	90	7	4	NR	±8	1.1	±0.1	
RACE/ETHNICITY										
White	99	±1	81	13	4	1	±4	1.3	±0.1	
Total Minority	100	±1	66	22	10	2	±5	1.5	±0.1	
Black	100	±0	60	25	13	2	±8	1.6	±0.2	
Hispanic	99	±1	71	16	11	3	±6	1.5	±0.1	
Other Race/Ethnicity	100	±0	64	29	6	0	±12	1.4	±0.2	

Note. Percent responding are Service members who answered the question. DoD Services are included only in Total and Total DoD categories.

NR: Not reportable

45. How frequently during the past 12 months have you been in circumstances where you thought military personnel (on or off duty, on or off installation) and/or Service/DoD civilian employees and/or contractors (on or off installation)...

b. Told stories or jokes which were racist or depicted your race/ethnicity negatively?

1. Never
4. Often

2. Once or twice

3. Sometimes

	Percent Responding		Percentages				Max ME	Frequency of Behaviors		
			1	2	3	4				
TOTAL	99	±1	64	21	11	4	±1	1.6	±0.1	
TOTAL DOD	99	±1	64	21	11	4	±1	1.6	±0.1	
Army	99	±1	61	23	11	4	±2	1.6	±0.1	
Navy	99	±1	60	23	12	5	±2	1.6	±0.1	
Marine Corps	100	±1	53	25	16	6	±4	1.8	±0.1	
Air Force	99	±1	74	17	7	2	±2	1.4	±0.1	
COAST GUARD	99	±1	63	24	10	3	±4	1.5	±0.1	
PAYGRADE										
Enlisted	99	±1	60	26	10	4	±4	1.6	±0.1	
E1 – E4	98	±2	51	29	14	7	±7	1.8	±0.2	
E5 – E9	100	±1	66	24	8	1	±5	1.5	±0.1	
Officers	100	±1	78	15	6	1	±6	1.3	±0.1	
O1 – O3	100	±1	75	16	8	2	±10	1.4	±0.2	
O4 – O6	100	±0	83	12	4	1	±9	1.2	±0.2	
RACE/ETHNICITY										
White	99	±1	66	23	8	3	±4	1.5	±0.1	
Total Minority	99	±1	52	30	14	5	±5	1.7	±0.1	
Black	99	±1	55	29	12	3	±8	1.6	±0.2	
Hispanic	99	±1	48	28	16	8	±8	1.8	±0.2	
Other Race/Ethnicity	100	±0	54	33	12	1	±11	1.6	±0.2	

Note. Percent responding are Service members who answered the question. DoD Services are included only in Total and Total DoD categories.

45. How frequently during the past 12 months have you been in circumstances where you thought military personnel (on or off duty, on or off installation) and/or Service/DoD civilian employees and/or contractors (on or off installation)...



















c. Were condescending to you because of your race/ethnicity?

1. Never

2. Once or twice

3. Sometimes

4. Often

	Percent Responding		Percentages				Max ME	Frequency of Behaviors		
			1	2	3	4				
TOTAL	99	±1	81	12	6	2	±1	1.3	±0.1	
TOTAL DOD	99	±1	81	12	6	2	±1	1.3	±0.1	
Army	99	±1	78	13	7	2	±2	1.3	±0.1	
Navy	99	±1	78	13	7	2	±2	1.3	±0.1	
Marine Corps	99	±1	82	12	5	1	±3	1.3	±0.1	
Air Force	99	±1	87	9	3	1	±1	1.2	±0.1	
COAST GUARD	99	±1	87	8	4	1	±3	1.2	±0.1	
PAYGRADE										
Enlisted	99	±1	86	8	4	1	±3	1.2	±0.1	
E1 – E4	98	±2	84	10	6	1	±5	1.2	±0.1	
E5 – E9	100	±1	88	7	4	1	±3	1.2	±0.1	
Officers	100	±0	93	5	2	0	±4	1.1	±0.1	
O1 – O3	100	±0	88	8	4	0	±7	1.2	±0.1	
O4 – O6	100	±0	98	2	NR	NR	±4	1.0	±0.1	
RACE/ETHNICITY										
White	99	±1	92	5	3	0	±3	1.1	±0.1	
Total Minority	99	±1	70	19	9	3	±5	1.4	±0.1	
Black	100	±1	62	22	12	4	±7	1.6	±0.2	
Hispanic	99	±1	69	18	9	3	±6	1.5	±0.1	
Other Race/Ethnicity	99	±1	78	16	6	0	±10	1.3	±0.2	

Note. Percent responding are Service members who answered the question. DoD Services are included only in Total and Total DoD categories.

NR: Not reportable

45. How frequently during the past 12 months have you been in circumstances where you thought military personnel (on or off duty, on or off installation) and/or Service/DoD civilian employees and/or contractors (on or off installation)...
- d. Put up or distributed materials (for example, pictures, leaflets, symbols, graffiti, music, stories) which were racist or showed your race/ethnicity negatively?

1. Never
4. Often

2. Once or twice

3. Sometimes

	Percent Responding		Percentages				Max ME	Frequency of Behaviors		
			1	2	3	4				
TOTAL	99	±1	93	5	2	1	±1	1.1	±0.1	
TOTAL DOD	99	±1	93	5	2	1	±1	1.1	±0.1	
Army	99	±1	92	5	2	1	±1	1.1	±0.1	
Navy	99	±1	91	5	3	1	±1	1.1	±0.1	
Marine Corps	99	±1	92	6	2	0	±2	1.1	±0.1	
Air Force	99	±1	95	3	1	0	±1	1.1	±0.1	
COAST GUARD	99	±1	95	4	2	0	±2	1.1	±0.1	
PAYGRADE										
Enlisted	99	±1	94	4	2	0	±2	1.1	±0.1	
E1 – E4	98	±2	94	3	3	0	±4	1.1	±0.1	
E5 – E9	100	±1	94	4	2	0	±3	1.1	±0.1	
Officers	100	±1	97	3	0	0	±3	1.0	±0.1	
O1 – O3	100	±1	98	1	0	0	±5	1.0	±0.1	
O4 – O6	100	±0	98	2	NR	NR	±6	1.0	±0.1	
RACE/ETHNICITY										
White	99	±1	96	3	1	0	±2	1.1	±0.1	
Total Minority	99	±1	90	7	3	0	±3	1.1	±0.1	
Black	99	±1	86	9	5	0	±6	1.2	±0.1	
Hispanic	99	±1	90	7	3	0	±5	1.1	±0.1	
Other Race/Ethnicity	100	±0	93	6	1	NR	±9	1.1	±0.1	

Note. Percent responding are Service members who answered the question. DoD Services are included only in Total and Total DoD categories.
NR: Not reportable

45. How frequently during the past 12 months have you been in circumstances where you thought military personnel (on or off duty, on or off installation) and/or Service/DoD civilian employees and/or contractors (on or off installation)...

e. Displayed tattoos or wore distinctive clothes which were racist?

1. Never
4. Often

2. Once or twice

3. Sometimes

	Percent Responding		Percentages				Max ME	Frequency of Behaviors		
			1	2	3	4				
TOTAL	99	±1	91	6	2	1	±1	1.1	±0.1	
TOTAL DOD	99	±1	91	6	2	1	±1	1.1	±0.1	
Army	99	±1	90	7	2	1	±2	1.1	±0.1	
Navy	99	±1	89	7	3	1	±1	1.1	±0.1	
Marine Corps	99	±1	89	7	3	1	±2	1.1	±0.1	
Air Force	99	±1	95	3	1	0	±1	1.1	±0.1	
COAST GUARD	99	±1	96	3	1	0	±2	1.1	±0.1	
PAYGRADE										
Enlisted	99	±1	95	3	1	0	±2	1.1	±0.1	
E1 – E4	98	±2	95	4	0	1	±4	1.1	±0.1	
E5 – E9	99	±1	96	3	2	0	±3	1.1	±0.1	
Officers	100	±1	97	2	1	0	±3	1.0	±0.1	
O1 – O3	100	±1	98	1	2	0	±5	1.0	±0.1	
O4 – O6	100	±0	98	2	NR	NR	±5	1.0	±0.1	
RACE/ETHNICITY										
White	99	±1	97	2	1	0	±2	1.0	±0.1	
Total Minority	99	±1	92	5	2	0	±3	1.1	±0.1	
Black	99	±2	89	8	3	0	±5	1.1	±0.1	
Hispanic	99	±1	92	5	2	1	±4	1.1	±0.1	
Other Race/Ethnicity	100	±0	94	3	NR	NR	±10	1.1	±0.2	

Note. Percent responding are Service members who answered the question. DoD Services are included only in Total and Total DoD categories.
NR: Not reportable

45. How frequently during the past 12 months have you been in circumstances where you thought military personnel (on or off duty, on or off installation) and/or Service/DoD civilian employees and/or contractors (on or off installation)...

f. Did not include you in social activities because of your race/ethnicity?

1. Never
4. Often

2. Once or twice

3. Sometimes

	Percent Responding		Percentages				Max ME	Frequency of Behaviors		
			1	2	3	4				
TOTAL	99	±1	91	5	2	1	±1	1.1	±0.1	
TOTAL DOD	99	±1	91	5	2	1	±1	1.1	±0.1	
Army	99	±1	89	6	3	2	±2	1.2	±0.1	
Navy	99	±1	90	6	3	1	±1	1.2	±0.1	
Marine Corps	99	±1	93	5	2	0	±2	1.1	±0.1	
Air Force	99	±1	94	4	1	1	±1	1.1	±0.1	
COAST GUARD	99	±1	95	4	1	0	±2	1.1	±0.1	
PAYGRADE										
Enlisted	99	±1	94	4	2	0	±2	1.1	±0.1	
E1 – E4	98	±3	94	4	2	0	±4	1.1	±0.1	
E5 – E9	100	±1	93	4	2	0	±3	1.1	±0.1	
Officers	99	±1	98	2	0	0	±3	1.0	±0.1	
O1 – O3	100	±1	98	2	0	0	±5	1.0	±0.1	
O4 – O6	100	±0	98	2	NR	NR	±5	1.0	±0.1	
RACE/ETHNICITY										
White	99	±1	96	3	1	0	±2	1.1	±0.1	
Total Minority	100	±1	89	6	3	1	±3	1.2	±0.1	
Black	99	±1	84	8	5	2	±6	1.3	±0.1	
Hispanic	99	±1	90	5	4	1	±4	1.2	±0.1	
Other Race/Ethnicity	100	±0	94	5	1	1	±10	1.1	±0.1	

Note. Percent responding are Service members who answered the question. DoD Services are included only in Total and Total DoD categories.
NR: Not reportable



















45. How frequently during the past 12 months have you been in circumstances where you thought military personnel (on or off duty, on or off installation) and/or Service/DoD civilian employees and/or contractors (on or off installation)...

g. Made you feel uncomfortable by hostile looks or stares because of your race/ethnicity?

1. Never
4. Often

2. Once or twice

3. Sometimes

	Percent Responding		Percentages				Max ME	Frequency of Behaviors		
			1	2	3	4				
TOTAL	99	±1	87	9	3	1	±1	1.2	±0.1	
TOTAL DOD	99	±1	87	9	3	1	±1	1.2	±0.1	
Army	99	±1	84	10	4	2	±2	1.2	±0.1	
Navy	99	±1	84	10	5	1	±2	1.2	±0.1	
Marine Corps	99	±1	88	8	3	1	±3	1.2	±0.1	
Air Force	99	±1	91	6	2	1	±1	1.1	±0.1	
COAST GUARD	99	±1	94	4	1	0	±2	1.1	±0.1	
PAYGRADE										
Enlisted	99	±1	94	5	1	0	±2	1.1	±0.1	
E1 – E4	98	±2	93	5	2	0	±4	1.1	±0.1	
E5 – E9	100	±1	94	4	1	0	±2	1.1	±0.1	
Officers	99	±1	98	2	0	0	±3	1.0	±0.1	
O1 – O3	99	±1	99	1	0	0	±3	1.0	±0.1	
O4 – O6	100	±0	97	1	1	NR	±7	1.0	±0.1	
RACE/ETHNICITY										
White	99	±1	97	2	1	0	±2	1.0	±0.1	
Total Minority	99	±1	85	11	4	1	±4	1.2	±0.1	
Black	98	±2	76	15	7	2	±7	1.3	±0.1	
Hispanic	99	±1	85	10	4	1	±5	1.2	±0.1	
Other Race/Ethnicity	100	±0	92	8	NR	0	±9	1.1	±0.1	

Note. Percent responding are Service members who answered the question. DoD Services are included only in Total and Total DoD categories.
NR: Not reportable

45. How frequently during the past 12 months have you been in circumstances where you thought military personnel (on or off duty, on or off installation) and/or Service/DoD civilian employees and/or contractors (on or off installation)...

h. Made offensive remarks about your appearance (for example, about skin color) because of your race/ethnicity?

1. Never
4. Often

2. Once or twice

3. Sometimes

	Percent Responding		Percentages				Max ME	Frequency of Behaviors		
			1	2	3	4				
TOTAL	99	±1	90	7	2	1	±1	1.1	±0.1	
TOTAL DOD	99	±1	89	7	3	1	±1	1.1	±0.1	
Army	99	±1	88	8	3	1	±2	1.2	±0.1	
Navy	98	±1	87	8	3	1	±2	1.2	±0.1	
Marine Corps	99	±1	87	8	3	2	±3	1.2	±0.1	
Air Force	98	±1	94	4	1	0	±1	1.1	±0.1	
COAST GUARD	99	±1	94	4	1	0	±2	1.1	±0.1	
PAYGRADE										
Enlisted	99	±1	93	5	2	0	±2	1.1	±0.1	
E1 – E4	98	±2	91	6	2	0	±4	1.1	±0.1	
E5 – E9	100	±1	94	4	1	0	±3	1.1	±0.1	
Officers	98	±2	97	2	1	0	±3	1.0	±0.1	
O1 – O3	99	±1	96	3	1	0	±6	1.1	±0.1	
O4 – O6	97	±4	99	1	NR	NR	±3	1.0	±0.1	
RACE/ETHNICITY										
White	99	±1	96	3	1	0	±2	1.0	±0.1	
Total Minority	99	±1	84	11	4	1	±4	1.2	±0.1	
Black	99	±2	79	14	6	1	±6	1.3	±0.1	
Hispanic	99	±1	83	12	4	1	±5	1.2	±0.1	
Other Race/Ethnicity	100	±0	90	7	3	NR	±10	1.1	±0.1	

Note. Percent responding are Service members who answered the question. DoD Services are included only in Total and Total DoD categories.
NR: Not reportable

45. How frequently during the past 12 months have you been in circumstances where you thought military personnel (on or off duty, on or off installation) and/or Service/DoD civilian employees and/or contractors (on or off installation)...

i. Made remarks suggesting that people of your race/ethnicity are not suited for the kind of work you do?

1. Never

2. Once or twice

3. Sometimes

4. Often

	Percent Responding		Percentages				Max ME	Frequency of Behaviors		
			1	2	3	4				
TOTAL	99	±1	93	5	2	1	±1	1.1	±0.1	
TOTAL DOD	99	±1	93	5	2	1	±1	1.1	±0.1	
Army	99	±1	92	5	2	1	±1	1.1	±0.1	
Navy	99	±1	91	6	2	1	±1	1.1	±0.1	
Marine Corps	99	±1	91	5	2	1	±2	1.1	±0.1	
Air Force	99	±1	96	3	1	0	±1	1.1	±0.1	
COAST GUARD	99	±1	96	2	1	0	±2	1.1	±0.1	
PAYGRADE										
Enlisted	98	±2	96	3	2	0	±2	1.1	±0.1	
E1 – E4	98	±2	94	3	3	0	±3	1.1	±0.1	
E5 – E9	99	±2	97	2	1	0	±2	1.0	±0.1	
Officers	100	±1	97	2	1	0	±3	1.0	±0.1	
O1 – O3	100	±1	97	2	1	0	±6	1.0	±0.1	
O4 – O6	100	±0	98	2	NR	NR	±5	1.0	±0.1	
RACE/ETHNICITY										
White	99	±1	98	1	1	0	±2	1.0	±0.1	
Total Minority	98	±2	87	9	3	1	±3	1.2	±0.1	
Black	99	±1	85	10	3	2	±6	1.2	±0.1	
Hispanic	97	±5	83	10	5	2	±5	1.3	±0.1	
Other Race/Ethnicity	99	±2	95	5	NR	NR	±10	1.1	±0.1	

Note. Percent responding are Service members who answered the question. DoD Services are included only in Total and Total DoD categories.

NR: Not reportable

45. How frequently during the past 12 months have you been in circumstances where you thought military personnel (on or off duty, on or off installation) and/or Service/DoD civilian employees and/or contractors (on or off installation)...

j. Made other offensive remarks about your race/ethnicity (for example, referred to your race/ethnicity with an offensive name)?

1. Never
4. Often

2. Once or twice

3. Sometimes

	Percent Responding		Percentages				Max ME	Frequency of Behaviors		
			1	2	3	4				
TOTAL	99	±1	87	9	3	1	±1	1.2	±0.1	
TOTAL DOD	99	±1	87	9	3	1	±1	1.2	±0.1	
Army	99	±1	85	11	3	1	±2	1.2	±0.1	
Navy	99	±1	84	11	4	1	±2	1.2	±0.1	
Marine Corps	99	±1	83	12	3	1	±3	1.2	±0.1	
Air Force	99	±1	93	5	1	0	±1	1.1	±0.1	
COAST GUARD	99	±1	93	6	1	0	±2	1.1	±0.1	
PAYGRADE										
Enlisted	99	±1	92	6	1	0	±2	1.1	±0.1	
E1 – E4	98	±2	91	7	1	1	±4	1.1	±0.1	
E5 – E9	99	±1	93	6	1	0	±3	1.1	±0.1	
Officers	99	±2	96	4	0	0	±3	1.0	±0.1	
O1 – O3	98	±3	95	5	0	0	±5	1.1	±0.1	
O4 – O6	100	±0	97	3	NR	NR	±5	1.0	±0.1	
RACE/ETHNICITY										
White	98	±1	96	3	0	0	±3	1.0	±0.1	
Total Minority	99	±1	81	14	3	2	±4	1.3	±0.1	
Black	99	±2	80	14	5	1	±6	1.3	±0.1	
Hispanic	99	±1	76	18	4	3	±6	1.3	±0.1	
Other Race/Ethnicity	100	±1	90	10	0	0	±10	1.1	±0.1	

Note. Percent responding are Service members who answered the question. DoD Services are included only in Total and Total DoD categories.
NR: Not reportable

45. How frequently during the past 12 months have you been in circumstances where you thought military personnel (on or off duty, on or off installation) and/or Service/DoD civilian employees and/or contractors (on or off installation)...

k. Vandalized your property because of your race/ethnicity?

1. Never
4. Often

2. Once or twice

3. Sometimes

	Percent Responding		Percentages				Max ME	Frequency of Behaviors		
			1	2	3	4				
TOTAL	99	±1	98	1	1	0	±1	1.0	±0.1	
TOTAL DOD	99	±1	98	1	1	0	±1	1.0	±0.1	
Army	98	±1	98	2	0	0	±1	1.0	±0.1	
Navy	98	±1	97	2	1	0	±1	1.0	±0.1	
Marine Corps	99	±1	98	1	1	0	±1	1.0	±0.1	
Air Force	98	±1	99	0	0	0	±1	1.0	±0.1	
COAST GUARD	98	±1	99	0	0	0	±1	1.0	±0.1	
PAYGRADE										
Enlisted	98	±2	99	0	0	0°	±1	1.0	±0.1	
E1 – E4	96	±3	99	0	0	0°	±1	1.0	±0.1	
E5 – E9	99	±1	99	0	0	0°	±2	1.0	±0.1	
Officers	99	±2	100	0	0	0°	±0	1.0	±0.0	
O1 – O3	100	±1	100	0	0	0°	±0	1.0	±0.0	
O4 – O6	98	±3	NR	NR	NR	0°	±0	1.0	±0.0	
RACE/ETHNICITY										
White	98	±2	100	0	0	0°	±1	1.0	±0.1	
Total Minority	99	±1	98	1	1	0°	±4	1.0	±0.1	
Black	99	±1	99	0	1	0°	±3	1.0	±0.1	
Hispanic	99	±1	98	1	1	0°	±3	1.0	±0.1	
Other Race/Ethnicity	99	±2	NR	NR	0	0°	±3	1.0	±0.1	

Note. Percent responding are Service members who answered the question. DoD Services are included only in Total and Total DoD categories.

NR: Not reportable

° Response option never endorsed.

45. How frequently during the past 12 months have you been in circumstances where you thought military personnel (on or off duty, on or off installation) and/or Service/DoD civilian employees and/or contractors (on or off installation)...

I. Made you feel threatened with retaliation if you did not go along with things that were racially/ethnically offensive to you?

1. Never
4. Often

2. Once or twice

3. Sometimes

	Percent Responding		Percentages				Max ME	Frequency of Behaviors		
			1	2	3	4				
TOTAL	99	±1	97	2	1	0	±1	1.1	±0.1	
TOTAL DOD	99	±1	97	2	1	0	±1	1.1	±0.1	
Army	99	±1	96	2	1	1	±1	1.1	±0.1	
Navy	99	±1	96	2	1	1	±1	1.1	±0.1	
Marine Corps	99	±1	96	2	1	0	±2	1.1	±0.1	
Air Force	99	±1	98	1	0	0	±1	1.0	±0.1	
COAST GUARD	99	±1	99	1	0	0	±1	1.0	±0.1	
PAYGRADE										
Enlisted	99	±1	99	1	1	0	±1	1.0	±0.1	
E1 – E4	98	±2	99	1	0	0	±2	1.0	±0.1	
E5 – E9	100	±1	99	1	1	0	±2	1.0	±0.1	
Officers	99	±1	100	0	0	0	±1	1.0	±0.1	
O1 – O3	99	±2	99	0	0	0	±2	1.0	±0.1	
O4 – O6	100	±0	NR	NR	NR	NR		1.0	±0.0	
RACE/ETHNICITY										
White	99	±1	100	0	0	0	±2	1.0	±0.1	
Total Minority	100	±1	96	3	1	0	±3	1.1	±0.1	
Black	99	±2	95	3	1	1	±4	1.1	±0.1	
Hispanic	100	±1	96	2	2	0	±3	1.1	±0.1	
Other Race/Ethnicity	100	±0	NR	NR	NR	NR		1.0	±0.1	

Note. Percent responding are Service members who answered the question. DoD Services are included only in Total and Total DoD categories.
NR: Not reportable

45. How frequently during the past 12 months have you been in circumstances where you thought military personnel (on or off duty, on or off installation) and/or Service/DoD civilian employees and/or contractors (on or off installation)...

m. Physically threatened or intimidated you because of your race/ethnicity?

1. Never
4. Often

2. Once or twice

3. Sometimes

	Percent Responding		Percentages				Max ME	Frequency of Behaviors		
			1	2	3	4				
TOTAL	99	±1	97	2	1	0	±1	1.0	±0.1	
TOTAL DOD	99	±1	97	2	1	0	±1	1.0	±0.1	
Army	99	±1	96	3	1	0	±1	1.1	±0.1	
Navy	99	±1	96	3	1	0	±1	1.1	±0.1	
Marine Corps	99	±1	97	2	1	0	±2	1.0	±0.1	
Air Force	99	±1	98	1	0	0	±1	1.0	±0.1	
COAST GUARD	99	±1	99	1	0	0	±1	1.0	±0.1	
PAYGRADE										
Enlisted	99	±1	99	1	0	0°	±1	1.0	±0.1	
E1 – E4	98	±2	98	2	0	0°	±3	1.0	±0.1	
E5 – E9	100	±1	99	0	0	0°	±2	1.0	±0.1	
Officers	99	±2	100	0	0	0°	±1	1.0	±0.1	
O1 – O3	99	±2	100	0	0	0°	±1	1.0	±0.1	
O4 – O6	99	±2	NR	NR	NR	0°	±0	1.0	±0.0	
RACE/ETHNICITY										
White	99	±1	99	1	0	0°	±2	1.0	±0.1	
Total Minority	100	±1	97	1	1	0°	±2	1.0	±0.1	
Black	99	±1	96	1	2	0°	±4	1.1	±0.1	
Hispanic	100	±1	97	2	1	0°	±3	1.0	±0.1	
Other Race/Ethnicity	100	±0	100	0	NR	0°	±2	1.0	±0.1	

Note. Percent responding are Service members who answered the question. DoD Services are included only in Total and Total DoD categories.

NR: Not reportable

° Response option never endorsed.

45. How frequently during the past 12 months have you been in circumstances where you thought military personnel (on or off duty, on or off installation) and/or Service/DoD civilian employees and/or contractors (on or off installation)...

n. Assaulted you physically because of your race/ethnicity?

1. Never
4. Often

2. Once or twice

3. Sometimes

	Percent Responding		Percentages				Max ME	Frequency of Behaviors		
			1	2	3	4				
TOTAL	99	±1	99	1	0	0	±1	1.0	±0.1	
TOTAL DOD	99	±1	99	1	0	0	±1	1.0	±0.1	
Army	99	±1	98	1	0	0	±1	1.0	±0.1	
Navy	99	±1	98	1	1	0	±1	1.0	±0.1	
Marine Corps	99	±1	98	1	1	0	±1	1.0	±0.1	
Air Force	98	±1	100	0	0	0	±1	1.0	±0.1	
COAST GUARD	99	±1	100	0	0	0	±1	1.0	±0.1	
PAYGRADE										
Enlisted	98	±2	100	0	0	0°	±1	1.0	±0.1	
E1 – E4	97	±3	100	0	0	0°	±1	1.0	±0.1	
E5 – E9	99	±1	100	0	0	0°	±2	1.0	±0.1	
Officers	99	±1	100	0	0	0°	±0	1.0	±0.0	
O1 – O3	99	±1	100	0	0	0°	±0	1.0	±0.0	
O4 – O6	100	±0	NR	NR	NR	0°	±0	1.0	±0.0	
RACE/ETHNICITY										
White	98	±2	100	0	0	0°	±1	1.0	±0.1	
Total Minority	99	±1	99	0	0	0°	±1	1.0	±0.1	
Black	99	±1	99	0	1	0°	±4	1.0	±0.1	
Hispanic	99	±1	99	1	0	0°	±2	1.0	±0.1	
Other Race/Ethnicity	99	±2	NR	NR	NR	0°	±0	1.0	±0.0	

Note. Percent responding are Service members who answered the question. DoD Services are included only in Total and Total DoD categories.
NR: Not reportable ° Response option never endorsed.

45. How frequently during the past 12 months have you been in circumstances where you thought military personnel (on or off duty, on or off installation) and/or Service/DoD civilian employees and/or contractors (on or off installation)...

o. Bothered or hurt any of your family in the ways listed above because of your or your family's race/ethnicity?

1. Never

2. Once or twice

3. Sometimes

4. Often

	Percent Responding		Percentages				Max ME	Frequency of Behaviors		
			1	2	3	4				
TOTAL	99	±1	98	1	1	0	±1	1.0	±0.1	
TOTAL DOD	99	±1	98	1	1	0	±1	1.0	±0.1	
Army	99	±1	97	2	1	0	±1	1.0	±0.1	
Navy	99	±1	98	1	1	0	±1	1.0	±0.1	
Marine Corps	99	±1	98	2	1	0	±2	1.0	±0.1	
Air Force	99	±1	99	1	0	0	±1	1.0	±0.1	
COAST GUARD	99	±1	99	1	0	0	±1	1.0	±0.1	
PAYGRADE										
Enlisted	98	±1	99	0	0	0°	±1	1.0	±0.1	
E1 – E4	97	±3	100	0	0	0°	±1	1.0	±0.1	
E5 – E9	100	±1	99	1	0	0°	±2	1.0	±0.1	
Officers	99	±1	99	1	0	0°	±3	1.0	±0.1	
O1 – O3	99	±1	100	0	0	0°	±0	1.0	±0.0	
O4 – O6	99	±3	99	1	NR	0°	±7	1.0	±0.1	
RACE/ETHNICITY										
White	99	±1	99	0	0	0°	±1	1.0	±0.1	
Total Minority	99	±1	99	1	1	0°	±2	1.0	±0.1	
Black	98	±2	98	0	1	0°	±4	1.0	±0.1	
Hispanic	100	±1	98	1	1	0°	±3	1.0	±0.1	
Other Race/Ethnicity	99	±2	NR	NR	NR	0°	±0	1.0	±0.0	

Note. Percent responding are Service members who answered the question. DoD Services are included only in Total and Total DoD categories.

NR: Not reportable

° Response option never endorsed.

46. How frequently during the past 12 months have you been in circumstances where you thought civilians in the local community around an installation...

a. Made unwelcome attempts to draw you into an offensive discussion of racial/ethnic matters?

1. Never
4. Often

2. Once or twice

3. Sometimes

	Percent Responding		Percentages				Max ME	Frequency of Behaviors		
			1	2	3	4				
TOTAL	92	±1	81	12	6	1	±1	1.3	±0.1	
TOTAL DOD	92	±1	81	12	6	1	±1	1.3	±0.1	
Army	92	±1	81	12	6	2	±2	1.3	±0.1	
Navy	90	±1	80	13	6	1	±2	1.3	±0.1	
Marine Corps	92	±2	79	14	6	2	±3	1.3	±0.1	
Air Force	93	±1	83	12	4	1	±2	1.2	±0.1	
COAST GUARD	91	±2	76	15	8	1	±4	1.3	±0.1	
PAYGRADE										
Enlisted	91	±3	75	15	9	1	±4	1.4	±0.1	
E1 – E4	89	±5	70	18	11	1	±7	1.4	±0.1	
E5 – E9	92	±3	79	13	7	2	±5	1.3	±0.1	
Officers	91	±4	77	18	4	1	±6	1.3	±0.1	
O1 – O3	89	±6	80	15	4	1	±9	1.3	±0.2	
O4 – O6	95	±5	77	19	2	1	±10	1.3	±0.2	
RACE/ETHNICITY										
White	91	±3	77	15	7	1	±4	1.3	±0.1	
Total Minority	90	±3	71	16	10	3	±5	1.5	±0.1	
Black	91	±4	73	13	11	2	±7	1.4	±0.2	
Hispanic	87	±5	68	17	10	5	±8	1.5	±0.2	
Other Race/Ethnicity	93	±7	72	17	9	1	±12	1.4	±0.2	

Note. Percent responding are Service members who answered the question. DoD Services are included only in Total and Total DoD categories.

46. How frequently during the past 12 months have you been in circumstances where you thought civilians in the local community around an installation...



















b. Told stories or jokes which were racist or depicted your race/ethnicity negatively?

1. Never

2. Once or twice

3. Sometimes

4. Often

	Percent Responding		Percentages				Max ME	Frequency of Behaviors		
			1	2	3	4				
TOTAL	91	±1	72	17	9	2	±1	1.4	±0.1	
TOTAL DOD	91	±1	72	17	9	2	±1	1.4	±0.1	
Army	91	±1	74	16	8	2	±2	1.4	±0.1	
Navy	90	±1	70	17	10	3	±2	1.5	±0.1	
Marine Corps	91	±2	67	19	10	3	±4	1.5	±0.1	
Air Force	92	±1	76	15	7	2	±2	1.4	±0.1	
COAST GUARD	90	±2	66	20	11	3	±4	1.5	±0.1	
PAYGRADE										
Enlisted	90	±3	65	20	12	3	±4	1.5	±0.1	
E1 – E4	87	±5	60	21	15	4	±7	1.6	±0.2	
E5 – E9	92	±3	69	19	9	2	±5	1.4	±0.1	
Officers	91	±4	69	22	8	1	±7	1.4	±0.1	
O1 – O3	88	±7	68	19	11	2	±11	1.5	±0.2	
O4 – O6	94	±5	69	25	5	1	±11	1.4	±0.2	
RACE/ETHNICITY										
White	90	±3	67	20	10	3	±5	1.5	±0.1	
Total Minority	89	±3	61	21	14	4	±5	1.6	±0.1	
Black	91	±4	66	22	10	1	±8	1.5	±0.2	
Hispanic	86	±5	59	21	15	5	±8	1.7	±0.2	
Other Race/Ethnicity	92	±7	60	21	14	4	±11	1.6	±0.2	

Note. Percent responding are Service members who answered the question. DoD Services are included only in Total and Total DoD categories.



















46. How frequently during the past 12 months have you been in circumstances where you thought civilians in the local community around an installation...

c. Were condescending to you because of your race/ethnicity?

1. Never
4. Often

2. Once or twice

3. Sometimes

	Percent Responding		Percentages				Max ME	Frequency of Behaviors		
			1	2	3	4				
TOTAL	91	±1	83	10	5	2	±1	1.3	±0.1	
TOTAL DOD	91	±1	83	10	5	2	±1	1.3	±0.1	
Army	91	±1	82	11	5	2	±2	1.3	±0.1	
Navy	90	±1	81	11	6	2	±2	1.3	±0.1	
Marine Corps	91	±2	83	10	5	1	±3	1.2	±0.1	
Air Force	92	±1	85	9	5	1	±1	1.2	±0.1	
COAST GUARD	91	±2	85	9	5	2	±3	1.2	±0.1	
PAYGRADE										
Enlisted	90	±3	84	9	5	2	±3	1.2	±0.1	
E1 – E4	88	±5	82	10	7	2	±6	1.3	±0.1	
E5 – E9	92	±3	86	9	3	1	±4	1.2	±0.1	
Officers	92	±4	88	6	3	2	±5	1.2	±0.1	
O1 – O3	89	±6	86	7	6	1	±8	1.2	±0.2	
O4 – O6	95	±5	91	6	1	1	±8	1.1	±0.1	
RACE/ETHNICITY										
White	91	±3	89	7	3	1	±3	1.2	±0.1	
Total Minority	90	±3	71	16	10	3	±5	1.5	±0.1	
Black	91	±4	64	19	15	3	±8	1.6	±0.2	
Hispanic	87	±5	70	16	9	4	±7	1.5	±0.2	
Other Race/Ethnicity	93	±7	76	13	8	3	±11	1.4	±0.2	

Note. Percent responding are Service members who answered the question. DoD Services are included only in Total and Total DoD categories.

46. How frequently during the past 12 months have you been in circumstances where you thought civilians in the local community around an installation...
- d. Put up or distributed materials (for example, pictures, leaflets, symbols, graffiti, music, stories) which were racist or showed your race/ethnicity negatively?

1. Never
4. Often

2. Once or twice

3. Sometimes

	Percent Responding		Percentages				Max ME	Frequency of Behaviors		
			1	2	3	4				
TOTAL	91	±1	90	7	3	1	±1	1.2	±0.1	
TOTAL DOD	91	±1	90	7	3	1	±1	1.2	±0.1	
Army	91	±1	90	6	3	1	±2	1.1	±0.1	
Navy	90	±1	88	7	3	1	±2	1.2	±0.1	
Marine Corps	91	±2	89	7	3	1	±3	1.2	±0.1	
Air Force	92	±1	91	6	2	1	±1	1.1	±0.1	
COAST GUARD	91	±2	89	6	4	1	±3	1.2	±0.1	
PAYGRADE										
Enlisted	91	±3	90	5	4	1	±3	1.1	±0.1	
E1 – E4	88	±5	90	5	4	0	±5	1.1	±0.1	
E5 – E9	92	±3	90	5	3	1	±4	1.2	±0.1	
Officers	91	±4	85	11	3	1	±6	1.2	±0.1	
O1 – O3	89	±6	86	9	5	0	±9	1.2	±0.2	
O4 – O6	95	±5	88	10	3	NR	±9	1.1	±0.1	
RACE/ETHNICITY										
White	91	±3	90	6	3	1	±3	1.1	±0.1	
Total Minority	90	±3	85	9	5	1	±4	1.2	±0.1	
Black	90	±4	81	11	9	0	±7	1.3	±0.1	
Hispanic	87	±5	89	5	4	3	±5	1.2	±0.1	
Other Race/Ethnicity	93	±7	83	14	3	0	±11	1.2	±0.2	

Note. Percent responding are Service members who answered the question. DoD Services are included only in Total and Total DoD categories.
NR: Not reportable

46. How frequently during the past 12 months have you been in circumstances where you thought civilians in the local community around an installation...

e. Displayed tattoos or wore distinctive clothes which were racist?

1. Never
4. Often

2. Once or twice

3. Sometimes

	Percent Responding		Percentages				Max ME	Frequency of Behaviors		
			1	2	3	4				
TOTAL	91	±1	85	9	5	1	±1	1.2	±0.1	
TOTAL DOD	91	±1	85	8	5	2	±1	1.2	±0.1	
Army	91	±1	85	8	5	2	±2	1.2	±0.1	
Navy	90	±1	84	9	6	1	±2	1.2	±0.1	
Marine Corps	91	±2	81	11	6	2	±3	1.3	±0.1	
Air Force	92	±1	87	8	4	1	±1	1.2	±0.1	
COAST GUARD	91	±2	85	10	4	1	±3	1.2	±0.1	
PAYGRADE										
Enlisted	90	±3	85	9	4	1	±3	1.2	±0.1	
E1 – E4	89	±5	88	8	4	1	±6	1.2	±0.1	
E5 – E9	92	±3	84	10	5	1	±4	1.2	±0.1	
Officers	91	±4	84	12	3	1	±6	1.2	±0.1	
O1 – O3	89	±6	87	10	2	1	±9	1.2	±0.1	
O4 – O6	95	±5	80	15	5	0	±10	1.3	±0.2	
RACE/ETHNICITY										
White	91	±3	86	10	3	1	±4	1.2	±0.1	
Total Minority	90	±3	81	10	7	2	±4	1.3	±0.1	
Black	91	±4	77	13	8	2	±7	1.3	±0.1	
Hispanic	87	±5	85	8	4	3	±5	1.2	±0.1	
Other Race/Ethnicity	93	±7	79	11	10	NR	±11	1.3	±0.2	

Note. Percent responding are Service members who answered the question. DoD Services are included only in Total and Total DoD categories.
NR: Not reportable

46. How frequently during the past 12 months have you been in circumstances where you thought civilians in the local community around an installation...

f. Did not include you in social activities because of your race/ethnicity?

1. Never

2. Once or twice

3. Sometimes

4. Often

	Percent Responding		Percentages				Max ME	Frequency of Behaviors		
			1	2	3	4				
TOTAL	91	±1	92	4	2	1	±1	1.1	±0.1	
TOTAL DOD	91	±1	92	4	2	1	±1	1.1	±0.1	
Army	91	±1	92	4	3	1	±1	1.1	±0.1	
Navy	90	±1	91	5	3	1	±1	1.1	±0.1	
Marine Corps	91	±2	91	5	3	1	±3	1.1	±0.1	
Air Force	92	±1	94	4	2	1	±1	1.1	±0.1	
COAST GUARD	90	±2	94	3	2	1	±2	1.1	±0.1	
PAYGRADE										
Enlisted	90	±3	94	3	2	1	±3	1.1	±0.1	
E1 – E4	88	±5	93	3	4	1	±5	1.1	±0.1	
E5 – E9	92	±3	94	3	1	1	±3	1.1	±0.1	
Officers	91	±4	97	1	1	1	±3	1.0	±0.1	
O1 – O3	89	±6	99	1	0	0	±2	1.0	±0.1	
O4 – O6	95	±5	96	2	NR	1	±7	1.1	±0.1	
RACE/ETHNICITY										
White	91	±3	96	2	2	1	±3	1.1	±0.1	
Total Minority	89	±3	89	6	4	2	±4	1.2	±0.1	
Black	91	±4	85	6	7	2	±6	1.3	±0.1	
Hispanic	88	±5	90	6	2	2	±6	1.2	±0.1	
Other Race/Ethnicity	91	±8	91	4	3	1	±12	1.1	±0.2	

Note. Percent responding are Service members who answered the question. DoD Services are included only in Total and Total DoD categories.

NR: Not reportable



















46. How frequently during the past 12 months have you been in circumstances where you thought civilians in the local community around an installation...

g. Made you feel uncomfortable by hostile looks or stares because of your race/ethnicity?

1. Never
4. Often

2. Once or twice

3. Sometimes

	Percent Responding		Percentages				Max ME	Frequency of Behaviors		
			1	2	3	4				
TOTAL	91	±1	79	12	6	2	±1	1.3	±0.1	
TOTAL DOD	91	±1	79	12	6	2	±1	1.3	±0.1	
Army	91	±1	79	13	6	3	±2	1.3	±0.1	
Navy	90	±1	78	12	7	2	±2	1.3	±0.1	
Marine Corps	91	±2	79	12	6	3	±3	1.3	±0.1	
Air Force	93	±1	81	12	6	2	±2	1.3	±0.1	
COAST GUARD	91	±2	83	11	5	2	±3	1.3	±0.1	
PAYGRADE										
Enlisted	91	±3	82	10	6	2	±4	1.3	±0.1	
E1 – E4	89	±5	83	7	8	2	±6	1.3	±0.1	
E5 – E9	92	±3	82	12	4	2	±4	1.2	±0.1	
Officers	91	±4	83	13	3	2	±6	1.2	±0.1	
O1 – O3	89	±6	84	13	1	2	±9	1.2	±0.2	
O4 – O6	95	±5	81	14	4	1	±10	1.3	±0.2	
RACE/ETHNICITY										
White	91	±3	86	9	4	2	±4	1.2	±0.1	
Total Minority	90	±3	70	17	10	3	±5	1.5	±0.1	
Black	90	±4	63	19	13	5	±8	1.6	±0.2	
Hispanic	88	±5	73	14	9	4	±7	1.4	±0.2	
Other Race/Ethnicity	93	±7	72	20	7	1	±12	1.4	±0.2	

Note. Percent responding are Service members who answered the question. DoD Services are included only in Total and Total DoD categories.

46. How frequently during the past 12 months have you been in circumstances where you thought civilians in the local community around an installation...

h. Made offensive remarks about your appearance (for example, about skin color) because of your race/ethnicity?

1. Never
4. Often

2. Once or twice

3. Sometimes

	Percent Responding		Percentages				Max ME	Frequency of Behaviors		
			1	2	3	4				
TOTAL	91	±1	89	7	3	1	±1	1.2	±0.1	
TOTAL DOD	91	±1	89	7	3	1	±1	1.2	±0.1	
Army	91	±1	89	7	3	1	±2	1.2	±0.1	
Navy	90	±1	88	8	3	1	±2	1.2	±0.1	
Marine Corps	91	±2	86	9	3	1	±3	1.2	±0.1	
Air Force	92	±1	92	6	2	0	±1	1.1	±0.1	
COAST GUARD	91	±2	90	7	3	1	±3	1.1	±0.1	
PAYGRADE										
Enlisted	91	±3	89	7	3	1	±3	1.2	±0.1	
E1 – E4	89	±5	87	8	4	1	±5	1.2	±0.1	
E5 – E9	92	±3	90	7	2	1	±4	1.1	±0.1	
Officers	91	±4	93	5	2	1	±4	1.1	±0.1	
O1 – O3	89	±6	94	5	1	0	±6	1.1	±0.1	
O4 – O6	95	±5	93	4	NR	1	±8	1.1	±0.1	
RACE/ETHNICITY										
White	91	±3	92	5	2	1	±3	1.1	±0.1	
Total Minority	90	±3	81	14	4	2	±5	1.3	±0.1	
Black	90	±4	78	16	4	1	±7	1.3	±0.1	
Hispanic	87	±5	80	14	4	3	±7	1.3	±0.2	
Other Race/Ethnicity	93	±7	84	12	3	1	±11	1.2	±0.2	

Note. Percent responding are Service members who answered the question. DoD Services are included only in Total and Total DoD categories.

NR: Not reportable

46. How frequently during the past 12 months have you been in circumstances where you thought civilians in the local community around an installation...

i. Made remarks suggesting that people of your race/ethnicity are not suited for the kind of work you do?

1. Never
4. Often

2. Once or twice

3. Sometimes

	Percent Responding		Percentages				Max ME	Frequency of Behaviors		
			1	2	3	4				
TOTAL	91	±1	94	4	1	0	±1	1.1	±0.1	
TOTAL DOD	91	±1	94	4	1	0	±1	1.1	±0.1	
Army	91	±1	94	4	1	1	±1	1.1	±0.1	
Navy	90	±1	93	4	2	1	±1	1.1	±0.1	
Marine Corps	91	±2	94	5	1	0	±2	1.1	±0.1	
Air Force	92	±1	96	3	1	0	±1	1.1	±0.1	
COAST GUARD	91	±2	96	3	1	0	±2	1.1	±0.1	
PAYGRADE										
Enlisted	90	±3	96	3	1	0	±2	1.1	±0.1	
E1 – E4	88	±5	94	4	2	0	±4	1.1	±0.1	
E5 – E9	92	±3	96	2	1	1	±2	1.1	±0.1	
Officers	91	±4	96	3	1	0	±3	1.0	±0.1	
O1 – O3	89	±6	96	4	0	0	±5	1.1	±0.1	
O4 – O6	95	±5	98	2	0	NR	±6	1.0	±0.1	
RACE/ETHNICITY										
White	91	±3	98	1	0	0	±2	1.0	±0.1	
Total Minority	90	±3	86	8	4	2	±4	1.2	±0.1	
Black	90	±4	84	11	4	2	±6	1.2	±0.1	
Hispanic	87	±5	84	8	5	3	±7	1.3	±0.2	
Other Race/Ethnicity	92	±7	91	6	3	NR	±11	1.1	±0.2	

Note. Percent responding are Service members who answered the question. DoD Services are included only in Total and Total DoD categories.
NR: Not reportable

46. How frequently during the past 12 months have you been in circumstances where you thought civilians in the local community around an installation...

j. Made other offensive remarks about your race/ethnicity (for example, referred to your race/ethnicity with an offensive name)?

1. Never
4. Often

2. Once or twice

3. Sometimes

	Percent Responding		Percentages				Max ME	Frequency of Behaviors		
			1	2	3	4				
TOTAL	91	±1	88	8	3	1	±1	1.2	±0.1	
TOTAL DOD	91	±1	88	8	3	1	±1	1.2	±0.1	
Army	91	±1	87	8	3	1	±2	1.2	±0.1	
Navy	90	±1	86	9	4	1	±2	1.2	±0.1	
Marine Corps	91	±2	86	10	3	1	±3	1.2	±0.1	
Air Force	92	±1	91	7	2	1	±1	1.1	±0.1	
COAST GUARD	90	±2	89	8	3	1	±3	1.2	±0.1	
PAYGRADE										
Enlisted	90	±3	88	8	3	1	±3	1.2	±0.1	
E1 – E4	88	±5	87	8	5	0	±5	1.2	±0.1	
E5 – E9	92	±3	89	8	2	1	±4	1.2	±0.1	
Officers	90	±4	91	7	1	1	±5	1.1	±0.1	
O1 – O3	86	±7	91	6	2	0	±7	1.1	±0.1	
O4 – O6	95	±5	92	7	NR	1	±8	1.1	±0.1	
RACE/ETHNICITY										
White	90	±3	92	5	2	1	±3	1.1	±0.1	
Total Minority	90	±3	78	16	4	2	±5	1.3	±0.1	
Black	90	±4	75	18	5	1	±7	1.3	±0.1	
Hispanic	87	±5	80	12	6	2	±7	1.3	±0.2	
Other Race/Ethnicity	92	±7	79	18	1	1	±12	1.2	±0.2	

Note. Percent responding are Service members who answered the question. DoD Services are included only in Total and Total DoD categories.
NR: Not reportable

46. How frequently during the past 12 months have you been in circumstances where you thought civilians in the local community around an installation...

k. Vandalized your property because of your race/ethnicity?

1. Never
4. Often

2. Once or twice

3. Sometimes

	Percent Responding		Percentages				Max ME	Frequency of Behaviors		
			1	2	3	4				
TOTAL	91	±1	97	2	1	0	±1	1.0	±0.1	
TOTAL DOD	91	±1	97	2	1	0	±1	1.0	±0.1	
Army	91	±1	97	2	1	0	±1	1.0	±0.1	
Navy	90	±1	97	2	1	0	±1	1.0	±0.1	
Marine Corps	91	±2	97	2	1	0	±2	1.0	±0.1	
Air Force	92	±1	98	2	0	0	±1	1.0	±0.1	
COAST GUARD	90	±2	97	2	1	0	±2	1.0	±0.1	
PAYGRADE										
Enlisted	90	±3	97	2	1	0	±2	1.0	±0.1	
E1 – E4	88	±5	98	1	1	0	±4	1.0	±0.1	
E5 – E9	92	±3	96	3	1	0	±3	1.0	±0.1	
Officers	90	±4	98	2	1	0	±4	1.0	±0.1	
O1 – O3	87	±7	96	3	1	0	±7	1.1	±0.1	
O4 – O6	95	±5	NR	NR	NR	NR		1.0	±0.1	
RACE/ETHNICITY										
White	90	±3	98	2	1	0	±2	1.0	±0.1	
Total Minority	90	±3	95	5	0	0	±4	1.1	±0.1	
Black	91	±4	97	2	1	0	±4	1.0	±0.1	
Hispanic	88	±5	95	4	0	0	±5	1.0	±0.1	
Other Race/Ethnicity	93	±7	92	8	NR	1	±12	1.1	±0.1	

Note. Percent responding are Service members who answered the question. DoD Services are included only in Total and Total DoD categories.
NR: Not reportable

46. How frequently during the past 12 months have you been in circumstances where you thought civilians in the local community around an installation...

I. Made you feel threatened with retaliation if you did not go along with things that were racially/ethnically offensive to you?

1. Never
4. Often

2. Once or twice

3. Sometimes

	Percent Responding		Percentages				Max ME	Frequency of Behaviors		
			1	2	3	4				
TOTAL	91	±1	97	2	1	0	±1	1.0	±0.1	
TOTAL DOD	91	±1	97	2	1	0	±1	1.0	±0.1	
Army	91	±1	97	2	1	0	±1	1.0	±0.1	
Navy	90	±1	96	2	1	0	±1	1.1	±0.1	
Marine Corps	91	±2	97	2	1	0	±2	1.0	±0.1	
Air Force	92	±1	98	1	0	0	±1	1.0	±0.1	
COAST GUARD	90	±2	97	2	1	0	±2	1.0	±0.1	
PAYGRADE										
Enlisted	90	±3	97	2	1	0	±2	1.0	±0.1	
E1 – E4	89	±5	96	3	1	0	±4	1.1	±0.1	
E5 – E9	92	±3	98	1	1	0	±2	1.0	±0.1	
Officers	91	±4	99	1	0	0	±3	1.0	±0.1	
O1 – O3	87	±7	99	1	0	NR	±5	1.0	±0.1	
O4 – O6	95	±5	NR	NR	NR	NR		1.0	±0.0	
RACE/ETHNICITY										
White	91	±3	98	1	1	0	±2	1.0	±0.1	
Total Minority	89	±3	95	3	1	1	±4	1.1	±0.1	
Black	90	±4	95	3	2	0	±5	1.1	±0.1	
Hispanic	87	±5	96	2	1	NR	±5	1.1	±0.1	
Other Race/Ethnicity	93	±7	95	5	NR	NR	±11	1.1	±0.1	

Note. Percent responding are Service members who answered the question. DoD Services are included only in Total and Total DoD categories.
NR: Not reportable

46. How frequently during the past 12 months have you been in circumstances where you thought civilians in the local community around an installation...

m. Physically threatened or intimidated you because of your race/ethnicity?

1. Never
4. Often

2. Once or twice

3. Sometimes

	Percent Responding		Percentages				Max ME	Frequency of Behaviors		
			1	2	3	4				
TOTAL	91	±1	95	4	1	0	±1	1.1	±0.1	
TOTAL DOD	91	±1	95	4	1	0	±1	1.1	±0.1	
Army	91	±1	95	4	1	1	±1	1.1	±0.1	
Navy	90	±1	95	4	1	0	±1	1.1	±0.1	
Marine Corps	91	±2	95	4	1	0	±2	1.1	±0.1	
Air Force	92	±1	96	3	1	0	±1	1.0	±0.1	
COAST GUARD	91	±2	95	3	1	0	±2	1.1	±0.1	
PAYGRADE										
Enlisted	91	±3	94	4	1	0	±3	1.1	±0.1	
E1 – E4	89	±5	93	5	2	0	±5	1.1	±0.1	
E5 – E9	92	±3	95	4	1	1	±3	1.1	±0.1	
Officers	91	±4	98	1	1	0	±3	1.0	±0.1	
O1 – O3	88	±7	100	0	0	0	±2	1.0	±0.1	
O4 – O6	95	±5	96	3	1	NR	±7	1.1	±0.1	
RACE/ETHNICITY										
White	91	±3	95	3	1	0	±3	1.1	±0.1	
Total Minority	90	±3	95	4	1	1	±4	1.1	±0.1	
Black	91	±4	96	2	2	0	±4	1.1	±0.1	
Hispanic	88	±5	92	6	1	NR	±7	1.1	±0.1	
Other Race/Ethnicity	93	±7	98	2	NR	NR	±5	1.0	±0.1	

Note. Percent responding are Service members who answered the question. DoD Services are included only in Total and Total DoD categories.
NR: Not reportable

46. How frequently during the past 12 months have you been in circumstances where you thought civilians in the local community around an installation...

n. Assaulted you physically because of your race/ethnicity?

1. Never

2. Once or twice

3. Sometimes

4. Often

	Percent Responding		Percentages				Max ME	Frequency of Behaviors		
			1	2	3	4				
TOTAL	91	±1	98	1	0	0	±1	1.0	±0.1	
TOTAL DOD	91	±1	98	1	0	0	±1	1.0	±0.1	
Army	91	±1	98	2	0	0	±1	1.0	±0.1	
Navy	90	±1	98	1	1	0	±1	1.0	±0.1	
Marine Corps	91	±2	98	1	1	0	±1	1.0	±0.1	
Air Force	92	±1	99	1	0	0	±1	1.0	±0.1	
COAST GUARD	90	±2	98	2	0	0	±2	1.0	±0.1	
PAYGRADE										
Enlisted	90	±3	98	2	0	0°	±2	1.0	±0.1	
E1 – E4	88	±5	97	3	0	0°	±4	1.0	±0.1	
E5 – E9	92	±3	98	1	1	0°	±2	1.0	±0.1	
Officers	91	±4	99	1	0	0°	±3	1.0	±0.1	
O1 – O3	89	±6	99	1	0	0°	±7	1.0	±0.1	
O4 – O6	95	±5	99	1	NR	0°	±7	1.0	±0.1	
RACE/ETHNICITY										
White	91	±3	98	2	0	0°	±2	1.0	±0.1	
Total Minority	89	±3	98	1	1	0°	±3	1.0	±0.1	
Black	91	±4	99	0	1	0°	±4	1.0	±0.1	
Hispanic	88	±5	96	1	2	0°	±6	1.1	±0.1	
Other Race/Ethnicity	91	±7	99	1	NR	0°	±4	1.0	±0.1	

Note. Percent responding are Service members who answered the question. DoD Services are included only in Total and Total DoD categories.

NR: Not reportable

° Response option never endorsed.

46. How frequently during the past 12 months have you been in circumstances where you thought civilians in the local community around an installation...

o. Bothered or hurt any of your family in the ways listed above because of your or your family's race/ethnicity?

1. Never
4. Often

2. Once or twice

3. Sometimes



















	Percent Responding		Percentages				Max ME	Frequency of Behaviors		
			1	2	3	4				
TOTAL	91	±1	96	3	1	0	±1	1.1	±0.1	
TOTAL DOD	91	±1	96	3	1	0	±1	1.1	±0.1	
Army	92	±1	95	3	1	0	±1	1.1	±0.1	
Navy	90	±1	96	3	1	0	±1	1.1	±0.1	
Marine Corps	91	±2	96	3	1	0	±2	1.1	±0.1	
Air Force	92	±1	97	2	1	0	±1	1.0	±0.1	
COAST GUARD	90	±2	97	2	1	0	±2	1.0	±0.1	
PAYGRADE										
Enlisted	90	±3	97	1	1	0	±2	1.0	±0.1	
E1 – E4	88	±5	98	1	1	0	±4	1.0	±0.1	
E5 – E9	92	±3	97	2	1	1	±2	1.0	±0.1	
Officers	91	±4	96	3	1	0	±4	1.1	±0.1	
O1 – O3	89	±6	98	2	0	0	±5	1.0	±0.1	
O4 – O6	95	±5	96	4	NR	NR	±8	1.0	±0.1	
RACE/ETHNICITY										
White	91	±3	98	1	1	0	±2	1.0	±0.1	
Total Minority	90	±3	95	4	1	1	±3	1.1	±0.1	
Black	89	±4	95	3	2	0	±4	1.1	±0.1	
Hispanic	88	±5	94	3	1	NR	±5	1.1	±0.1	
Other Race/Ethnicity	93	±7	95	5	NR	NR	±8	1.1	±0.1	

Note. Percent responding are Service members who answered the question. DoD Services are included only in Total and Total DoD categories.
NR: Not reportable

47. During the past 12 months, did any of the following happen to you? If it did, do you believe your race/ethnicity was a factor?

a. You were rated lower than you deserved on your last evaluation.

1. Yes, and my race/ethnicity was a factor 2. Yes, but my race/ethnicity was NOT a factor 3. No, or does not apply

	Percent Responding		Percentages			Max ME	Experienced Behavior		
			1	2	3				
TOTAL	98	±1	2	15	82	±1	18.0	±1.0	
TOTAL DOD	98	±1	3	15	82	±1	18.0	±1.0	
Army	97	±1	3	12	85	±2	15.0	±2.0	
Navy	98	±1	3	26	71	±2	29.0	±2.0	
Marine Corps	98	±1	2	20	78	±3	22.0	±3.0	
Air Force	98	±1	1	7	91	±1	9.0	±1.0	
COAST GUARD	98	±2	1	18	81	±3	19.0	±3.0	
PAYGRADE									
Enlisted	98	±2	1	20	79	±4	21.0	±4.0	
E1 – E4	97	±3	1	20	79	±6	21.0	±6.0	
E5 – E9	99	±2	2	20	79	±4	21.0	±4.0	
Officers	100	±1	1	11	88	±5	12.0	±5.0	
O1 – O3	99	±1	1	12	87	±7	13.0	±7.0	
O4 – O6	100	±0	0	11	89	±9	11.0	±9.0	
RACE/ETHNICITY									
White	98	±2	0	17	83	±4	17.0	±4.0	
Total Minority	99	±1	4	22	73	±5	27.0	±5.0	
Black	98	±2	7	21	73	±8	27.0	±8.0	
Hispanic	99	±1	5	21	74	±6	26.0	±6.0	
Other Race/Ethnicity	99	±2	1	26	73	±11	27.0	±11.0	

Note. Percent responding are Service members who answered the question. DoD Services are included only in Total and Total DoD categories.

47. During the past 12 months, did any of the following happen to you? If it did, do you believe your race/ethnicity was a factor?

b. Your last evaluation contained unjustified negative comments.

1. Yes, and my race/ethnicity was a factor 2. Yes, but my race/ethnicity was NOT a factor 3. No, or does not apply



















	Percent Responding		Percentages			Max ME	Experienced Behavior		
			1	2	3				
TOTAL	97	±1	1	6	93	±1	7.0	±1.0	
TOTAL DOD	97	±1	1	6	93	±1	7.0	±1.0	
Army	96	±1	2	6	92	±1	8.0	±1.0	
Navy	98	±1	1	7	92	±1	8.0	±1.0	
Marine Corps	97	±2	2	7	91	±2	9.0	±2.0	
Air Force	98	±1	0	3	96	±1	4.0	±1.0	
COAST GUARD	98	±2	1	6	94	±2	6.0	±2.0	
PAYGRADE									
Enlisted	98	±2	1	6	93	±3	7.0	±3.0	
E1 – E4	97	±3	1	7	93	±4	7.0	±4.0	
E5 – E9	99	±2	1	6	93	±3	7.0	±3.0	
Officers	99	±2	0	3	97	±4	3.0	±4.0	
O1 – O3	97	±4	0	2	98	±6	2.0	±5.0	
O4 – O6	100	±0	NR	4	96	±7	4.0	±7.0	
RACE/ETHNICITY									
White	98	±2	0	5	94	±3	6.0	±3.0	
Total Minority	99	±1	2	6	92	±3	8.0	±3.0	
Black	97	±2	3	6	91	±5	9.0	±5.0	
Hispanic	99	±1	2	6	91	±5	9.0	±5.0	
Other Race/Ethnicity	99	±2	0	7	93	±9	7.0	±9.0	

Note. Percent responding are Service members who answered the question. DoD Services are included only in Total and Total DoD categories.
NR: Not reportable

47. During the past 12 months, did any of the following happen to you? If it did, do you believe your race/ethnicity was a factor?

c. You were held to a higher performance standard than others.

1. Yes, and my race/ethnicity was a factor 2. Yes, but my race/ethnicity was NOT a factor 3. No, or does not apply



















	Percent Responding		Percentages			Max ME	Experienced Behavior		
			1	2	3				
TOTAL	97	±1	2	26	71	±1	29.0	±1.0	
TOTAL DOD	97	±1	2	27	71	±1	29.0	±1.0	
Army	96	±1	3	28	69	±2	31.0	±2.0	
Navy	98	±1	2	29	69	±2	31.0	±2.0	
Marine Corps	97	±2	3	31	66	±3	34.0	±3.0	
Air Force	97	±1	2	21	78	±2	22.0	±2.0	
COAST GUARD	98	±1	2	25	73	±4	27.0	±4.0	
PAYGRADE									
Enlisted	98	±2	2	27	71	±4	29.0	±4.0	
E1 – E4	97	±3	2	30	68	±7	32.0	±7.0	
E5 – E9	99	±2	1	25	74	±5	26.0	±5.0	
Officers	99	±1	2	17	81	±6	19.0	±6.0	
O1 – O3	99	±1	2	22	76	±10	24.0	±10.0	
O4 – O6	99	±3	0	14	86	±9	14.0	±9.0	
RACE/ETHNICITY									
White	98	±2	1	24	75	±4	25.0	±4.0	
Total Minority	99	±1	4	27	68	±5	32.0	±5.0	
Black	98	±2	7	20	73	±7	27.0	±7.0	
Hispanic	99	±1	4	31	65	±7	35.0	±7.0	
Other Race/Ethnicity	99	±2	2	28	70	±10	30.0	±10.0	

Note. Percent responding are Service members who answered the question. DoD Services are included only in Total and Total DoD categories.

47. During the past 12 months, did any of the following happen to you? If it did, do you believe your race/ethnicity was a factor?

d. You did not get an award or decoration given to others in similar circumstances.

1. Yes, and my race/ethnicity was a factor 2. Yes, but my race/ethnicity was NOT a factor 3. No, or does not apply



















	Percent Responding		Percentages			Max ME	Experienced Behavior		
			1	2	3				
TOTAL	97	±1	3	18	79	±1	21.0	±1.0	
TOTAL DOD	97	±1	3	18	79	±1	21.0	±1.0	
Army	96	±1	4	19	77	±2	23.0	±2.0	
Navy	98	±1	3	20	77	±2	23.0	±2.0	
Marine Corps	97	±1	3	17	80	±3	20.0	±3.0	
Air Force	98	±1	2	16	82	±1	18.0	±1.0	
COAST GUARD	98	±2	1	16	83	±3	17.0	±3.0	
PAYGRADE									
Enlisted	97	±2	1	16	83	±4	17.0	±4.0	
E1 – E4	97	±3	1	16	84	±6	16.0	±6.0	
E5 – E9	98	±2	1	16	83	±4	17.0	±4.0	
Officers	99	±2	2	15	83	±6	17.0	±6.0	
O1 – O3	98	±3	1	16	83	±9	17.0	±9.0	
O4 – O6	99	±2	NR	17	83	±10	17.0	±10.0	
RACE/ETHNICITY									
White	97	±2	0	15	85	±4	15.0	±4.0	
Total Minority	99	±1	4	19	77	±5	23.0	±5.0	
Black	98	±2	5	10	86	±6	14.0	±6.0	
Hispanic	99	±2	5	20	75	±7	25.0	±7.0	
Other Race/Ethnicity	99	±2	2	25	73	±12	27.0	±12.0	

Note. Percent responding are Service members who answered the question. DoD Services are included only in Total and Total DoD categories.
NR: Not reportable

47. During the past 12 months, did any of the following happen to you? If it did, do you believe your race/ethnicity was a factor?

e. Your current assignment has not made use of your job skills.

1. Yes, and my race/ethnicity was a factor 2. Yes, but my race/ethnicity was NOT a factor 3. No, or does not apply

	Percent Responding		Percentages			Max ME	Experienced Behavior		
			1	2	3				
TOTAL	97	±1	1	22	77	±1	23.0	±1.0	
TOTAL DOD	97	±1	1	22	77	±1	23.0	±1.0	
Army	96	±1	1	24	74	±2	26.0	±2.0	
Navy	98	±1	2	24	74	±2	26.0	±2.0	
Marine Corps	97	±1	1	21	78	±3	22.0	±3.0	
Air Force	98	±1	1	17	82	±1	18.0	±1.0	
COAST GUARD	98	±2	1	19	80	±3	20.0	±3.0	
PAYGRADE									
Enlisted	98	±2	1	20	79	±4	21.0	±4.0	
E1 – E4	97	±3	1	24	75	±7	25.0	±7.0	
E5 – E9	98	±2	1	17	82	±4	18.0	±4.0	
Officers	100	±1	0	14	86	±5	14.0	±5.0	
O1 – O3	99	±1	0	21	79	±9	21.0	±9.0	
O4 – O6	100	±0	0	8	92	±8	8.0	±8.0	
RACE/ETHNICITY									
White	98	±2	1	18	82	±4	18.0	±4.0	
Total Minority	98	±1	2	23	76	±5	24.0	±5.0	
Black	97	±2	3	16	82	±6	18.0	±6.0	
Hispanic	99	±2	2	20	78	±6	22.0	±6.0	
Other Race/Ethnicity	99	±2	NR	33	67	±12	33.0	±12.0	

Note. Percent responding are Service members who answered the question. DoD Services are included only in Total and Total DoD categories.

NR: Not reportable

47. During the past 12 months, did any of the following happen to you? If it did, do you believe your race/ethnicity was a factor?

f. You were not able to attend a major school needed for your specialty.

1. Yes, and my race/ethnicity was a factor 2. Yes, but my race/ethnicity was NOT a factor 3. No, or does not apply

	Percent Responding		Percentages			Max ME	Experienced Behavior		
			1	2	3				
TOTAL	97	±1	1	11	88	±1	12.0	±1.0	
TOTAL DOD	97	±1	1	11	88	±1	12.0	±1.0	
Army	96	±1	1	11	88	±2	12.0	±2.0	
Navy	98	±1	1	13	85	±2	15.0	±2.0	
Marine Corps	97	±1	1	12	87	±3	13.0	±3.0	
Air Force	98	±1	0	7	93	±1	7.0	±1.0	
COAST GUARD	98	±2	1	10	89	±3	11.0	±3.0	
PAYGRADE									
Enlisted	98	±2	1	10	89	±3	11.0	±3.0	
E1 – E4	97	±3	1	11	88	±5	12.0	±5.0	
E5 – E9	98	±2	1	9	90	±4	10.0	±4.0	
Officers	100	±1	1	10	89	±5	11.0	±5.0	
O1 – O3	99	±1	NR	14	85	±9	15.0	±9.0	
O4 – O6	100	±0	NR	8	92	±9	8.0	±9.0	
RACE/ETHNICITY									
White	98	±2	1	9	90	±3	10.0	±3.0	
Total Minority	98	±1	2	12	86	±4	14.0	±4.0	
Black	98	±2	2	10	88	±5	12.0	±5.0	
Hispanic	98	±2	1	12	87	±6	13.0	±6.0	
Other Race/Ethnicity	99	±2	NR	14	83	±10	17.0	±10.0	

Note. Percent responding are Service members who answered the question. DoD Services are included only in Total and Total DoD categories.
NR: Not reportable

47. During the past 12 months, did any of the following happen to you? If it did, do you believe your race/ethnicity was a factor?

g. You did not get to go to short (1- to 3-day) courses that would provide you with needed skills.

1. Yes, and my race/ethnicity was a factor 2. Yes, but my race/ethnicity was NOT a factor 3. No, or does not apply

	Percent Responding		Percentages			Max ME	Experienced Behavior		
			1	2	3				
TOTAL	97	±1	1	12	88	±1	12.0	±1.0	
TOTAL DOD	97	±1	1	12	88	±1	12.0	±1.0	
Army	96	±1	1	13	86	±2	14.0	±2.0	
Navy	98	±1	1	14	85	±2	15.0	±2.0	
Marine Corps	97	±1	1	10	89	±3	11.0	±3.0	
Air Force	98	±1	0	8	91	±1	9.0	±1.0	
COAST GUARD	98	±2	1	10	90	±3	10.0	±3.0	
PAYGRADE									
Enlisted	98	±2	1	10	90	±3	10.0	±3.0	
E1 – E4	97	±3	1	9	90	±5	10.0	±5.0	
E5 – E9	98	±2	1	10	89	±4	11.0	±4.0	
Officers	100	±1	0	11	89	±5	11.0	±5.0	
O1 – O3	99	±1	0	10	90	±7	10.0	±7.0	
O4 – O6	100	±0	NR	10	90	±9	10.0	±9.0	
RACE/ETHNICITY									
White	98	±2	0	9	91	±3	9.0	±3.0	
Total Minority	98	±2	1	14	85	±5	15.0	±5.0	
Black	98	±2	2	10	88	±5	12.0	±5.0	
Hispanic	98	±2	1	12	87	±6	13.0	±6.0	
Other Race/Ethnicity	97	±5	NR	19	81	±11	19.0	±11.0	

Note. Percent responding are Service members who answered the question. DoD Services are included only in Total and Total DoD categories.

NR: Not reportable

47. During the past 12 months, did any of the following happen to you? If it did, do you believe your race/ethnicity was a factor?

h. You received lower grades than you deserved in your training.

1. Yes, and my race/ethnicity was a factor 2. Yes, but my race/ethnicity was NOT a factor 3. No, or does not apply

	Percent Responding		Percentages			Max ME	Experienced Behavior		
			1	2	3				
TOTAL	97	±1	1	3	96	±1	4.0	±1.0	
TOTAL DOD	97	±1	1	3	96	±1	4.0	±1.0	
Army	96	±1	1	3	96	±1	4.0	±1.0	
Navy	98	±1	1	4	96	±1	4.0	±1.0	
Marine Corps	97	±1	1	6	93	±2	7.0	±2.0	
Air Force	98	±1	0	2	98	±1	2.0	±1.0	
COAST GUARD	98	±2	0	2	98	±2	2.0	±2.0	
PAYGRADE									
Enlisted	98	±2	0	2	98	±2	2.0	±2.0	
E1 – E4	97	±3	0	2	97	±3	3.0	±3.0	
E5 – E9	98	±2	1	2	98	±2	2.0	±2.0	
Officers	100	±1	0	2	98	±4	2.0	±4.0	
O1 – O3	99	±1	0	2	98	±6	2.0	±6.0	
O4 – O6	100	±0	NR	NR	NR		NR		
RACE/ETHNICITY									
White	98	±2	0	2	98	±2	2.0	±2.0	
Total Minority	98	±1	1	2	97	±2	3.0	±2.0	
Black	97	±2	0	2	98	±3	2.0	±3.0	
Hispanic	98	±2	3	2	95	±5	5.0	±5.0	
Other Race/Ethnicity	99	±2	NR	1	99	±5	1.0	±5.0	

Note. Percent responding are Service members who answered the question. DoD Services are included only in Total and Total DoD categories.
NR: Not reportable

47. During the past 12 months, did any of the following happen to you? If it did, do you believe your race/ethnicity was a factor?

i. You did not get a job assignment that you wanted because of scores that you got on tests.

1. Yes, and my race/ethnicity was a factor 2. Yes, but my race/ethnicity was NOT a factor 3. No, or does not apply

	Percent Responding		Percentages			Max ME	Experienced Behavior		
			1	2	3				
TOTAL	97	±1	0	4	96	±1	4.0	±1.0	<div></div>
TOTAL DOD	97	±1	0	4	96	±1	4.0	±1.0	<div></div>
Army	96	±1	1	4	96	±1	4.0	±1.0	<div></div>
Navy	97	±1	1	5	95	±1	5.0	±1.0	<div></div>
Marine Corps	97	±1	1	4	95	±2	5.0	±2.0	<div></div>
Air Force	97	±1	0	2	98	±1	2.0	±1.0	<div></div>
COAST GUARD	98	±2	0	3	97	±2	3.0	±2.0	<div></div>
PAYGRADE									
Enlisted	97	±2	0	3	97	±2	3.0	±2.0	<div></div>
E1 – E4	96	±3	0	4	96	±4	4.0	±4.0	<div></div>
E5 – E9	98	±2	0	2	98	±2	2.0	±2.0	<div></div>
Officers	100	±1	0	1	99	±3	1.0	±3.0	<div></div>
O1 – O3	99	±1	0	2	98	±7	2.0	±7.0	<div></div>
O4 – O6	100	±0	NR	0	100	±2	0.0	±2.0	<div></div>
RACE/ETHNICITY									
White	98	±2	0	2	98	±2	2.0	±2.0	<div></div>
Total Minority	98	±2	0	4	96	±3	4.0	±3.0	<div></div>
Black	98	±2	0	2	98	±3	2.0	±3.0	<div></div>
Hispanic	97	±2	1	6	94	±4	6.0	±4.0	<div></div>
Other Race/Ethnicity	98	±2	NR	NR	NR		NR		<div></div>



















Note. Percent responding are Service members who answered the question. DoD Services are included only in Total and Total DoD categories.

NR: Not reportable

47. During the past 12 months, did any of the following happen to you? If it did, do you believe your race/ethnicity was a factor?

j. Your current assignment is not good for your career if you continue in the military.

1. Yes, and my race/ethnicity was a factor 2. Yes, but my race/ethnicity was NOT a factor 3. No, or does not apply



















	Percent Responding		Percentages			Max ME	Experienced Behavior		
			1	2	3				
TOTAL	97	±1	1	18	81	±1	19.0	±1.0	
TOTAL DOD	97	±1	1	18	81	±1	19.0	±1.0	
Army	96	±1	1	20	78	±2	22.0	±2.0	
Navy	97	±1	1	20	79	±2	21.0	±2.0	
Marine Corps	97	±2	1	16	83	±3	17.0	±3.0	
Air Force	97	±1	1	14	85	±1	15.0	±1.0	
COAST GUARD	97	±2	0	11	88	±3	12.0	±3.0	
PAYGRADE									
Enlisted	97	±2	0	11	89	±3	11.0	±3.0	
E1 – E4	97	±3	1	12	87	±5	13.0	±5.0	
E5 – E9	97	±2	0	10	90	±4	10.0	±4.0	
Officers	99	±1	0	12	88	±5	12.0	±5.0	
O1 – O3	99	±1	0	17	83	±9	17.0	±9.0	
O4 – O6	99	±2	0	11	89	±9	11.0	±9.0	
RACE/ETHNICITY									
White	97	±2	0	10	90	±3	10.0	±3.0	
Total Minority	98	±2	1	16	83	±4	17.0	±4.0	
Black	97	±3	2	12	85	±6	15.0	±6.0	
Hispanic	97	±2	1	17	82	±6	18.0	±6.0	
Other Race/Ethnicity	99	±2	NR	18	82	±11	18.0	±11.0	

Note. Percent responding are Service members who answered the question. DoD Services are included only in Total and Total DoD categories.
NR: Not reportable

47. During the past 12 months, did any of the following happen to you? If it did, do you believe your race/ethnicity was a factor?

k. You did not receive day-to-day, short-term tasks that would help you prepare for advancement.

1. Yes, and my race/ethnicity was a factor 2. Yes, but my race/ethnicity was NOT a factor 3. No, or does not apply

	Percent Responding		Percentages			Max ME	Experienced Behavior		
			1	2	3				
TOTAL	97	±1	1	14	85	±1	15.0	±1.0	
TOTAL DOD	97	±1	1	14	85	±1	15.0	±1.0	
Army	96	±1	1	15	83	±2	17.0	±2.0	
Navy	98	±1	1	17	82	±2	18.0	±2.0	
Marine Corps	97	±1	1	12	87	±3	13.0	±3.0	
Air Force	97	±1	1	9	90	±1	10.0	±1.0	
COAST GUARD	98	±2	0	11	88	±3	12.0	±3.0	
PAYGRADE									
Enlisted	97	±2	1	13	86	±3	14.0	±3.0	
E1 – E4	97	±3	1	16	83	±6	17.0	±6.0	
E5 – E9	97	±2	0	11	89	±4	11.0	±4.0	
Officers	100	±1	0	5	95	±4	5.0	±4.0	
O1 – O3	99	±1	0	5	95	±5	5.0	±5.0	
O4 – O6	100	±0	NR	6	94	±8	6.0	±8.0	
RACE/ETHNICITY									
White	97	±2	0	11	89	±3	11.0	±3.0	
Total Minority	98	±1	1	14	84	±4	16.0	±4.0	
Black	98	±2	3	15	83	±6	17.0	±6.0	
Hispanic	98	±2	2	15	83	±6	17.0	±6.0	
Other Race/Ethnicity	99	±2	NR	13	87	±10	13.0	±10.0	



















Note. Percent responding are Service members who answered the question. DoD Services are included only in Total and Total DoD categories.

NR: Not reportable

47. During the past 12 months, did any of the following happen to you? If it did, do you believe your race/ethnicity was a factor?

I. You did not have a professional relationship with someone who advised (mentored) you on career development or advancement.

1. Yes, and my race/ethnicity was a factor 2. Yes, but my race/ethnicity was NOT a factor 3. No, or does not apply



















	Percent Responding		Percentages			Max ME	Experienced Behavior		
			1	2	3				
TOTAL	97	±1	1	18	81	±1	19.0	±1.0	
TOTAL DOD	97	±1	1	18	81	±1	19.0	±1.0	
Army	96	±1	2	21	77	±2	23.0	±2.0	
Navy	98	±1	1	20	79	±2	21.0	±2.0	
Marine Corps	97	±1	1	16	83	±3	17.0	±3.0	
Air Force	98	±1	1	13	86	±1	14.0	±1.0	
COAST GUARD	98	±2	0	17	82	±3	18.0	±3.0	
PAYGRADE									
Enlisted	97	±2	1	17	83	±4	17.0	±4.0	
E1 – E4	97	±3	0	19	80	±6	20.0	±6.0	
E5 – E9	98	±2	1	15	84	±4	16.0	±4.0	
Officers	99	±1	0	18	81	±6	19.0	±6.0	
O1 – O3	99	±2	0	17	83	±9	17.0	±9.0	
O4 – O6	100	±0	NR	21	79	±10	21.0	±10.0	
RACE/ETHNICITY									
White	98	±2	0	17	83	±4	17.0	±4.0	
Total Minority	98	±2	2	18	80	±5	20.0	±5.0	
Black	98	±2	4	11	85	±6	15.0	±6.0	
Hispanic	98	±2	2	18	80	±7	20.0	±7.0	
Other Race/Ethnicity	98	±3	NR	23	77	±11	23.0	±11.0	

Note. Percent responding are Service members who answered the question. DoD Services are included only in Total and Total DoD categories.
NR: Not reportable

47. During the past 12 months, did any of the following happen to you? If it did, do you believe your race/ethnicity was a factor?

m. You did not learn until it was too late of opportunities that would help your career.

1. Yes, and my race/ethnicity was a factor 2. Yes, but my race/ethnicity was NOT a factor 3. No, or does not apply



















	Percent Responding		Percentages			Max ME	Experienced Behavior		
			1	2	3				
TOTAL	97	±1	1	18	81	±1	19.0	±1.0	
TOTAL DOD	97	±1	2	18	81	±1	19.0	±1.0	
Army	95	±1	2	20	78	±2	22.0	±2.0	
Navy	97	±1	2	20	78	±2	22.0	±2.0	
Marine Corps	97	±1	1	15	83	±3	17.0	±3.0	
Air Force	97	±1	1	13	86	±1	14.0	±1.0	
COAST GUARD	98	±2	0	14	86	±3	14.0	±3.0	
PAYGRADE									
Enlisted	97	±2	0	14	85	±3	15.0	±3.0	
E1 – E4	96	±3	0	16	84	±6	16.0	±6.0	
E5 – E9	98	±2	1	14	86	±4	14.0	±4.0	
Officers	100	±1	0	11	89	±5	11.0	±5.0	
O1 – O3	99	±1	0	13	87	±8	13.0	±8.0	
O4 – O6	100	±0	0	7	93	±8	7.0	±8.0	
RACE/ETHNICITY									
White	97	±2	0	13	87	±3	13.0	±3.0	
Total Minority	98	±1	2	17	81	±5	19.0	±5.0	
Black	97	±3	4	14	82	±6	18.0	±6.0	
Hispanic	98	±2	2	18	80	±7	20.0	±7.0	
Other Race/Ethnicity	99	±2	1	18	82	±10	18.0	±10.0	

Note. Percent responding are Service members who answered the question. DoD Services are included only in Total and Total DoD categories.

47. During the past 12 months, did any of the following happen to you? If it did, do you believe your race/ethnicity was a factor?

n. You were unable to get straight answers about your promotion possibilities.

1. Yes, and my race/ethnicity was a factor 2. Yes, but my race/ethnicity was NOT a factor 3. No, or does not apply

	Percent Responding		Percentages			Max ME	Experienced Behavior		
			1	2	3				
TOTAL	97	±1	2	15	83	±1	17.0	±1.0	
TOTAL DOD	97	±1	2	16	83	±1	17.0	±1.0	
Army	95	±1	2	20	78	±2	22.0	±2.0	
Navy	97	±1	2	17	81	±2	19.0	±2.0	
Marine Corps	96	±2	2	13	85	±3	15.0	±3.0	
Air Force	97	±1	1	10	90	±1	10.0	±1.0	
COAST GUARD	98	±2	1	11	88	±3	12.0	±3.0	
PAYGRADE									
Enlisted	97	±2	1	12	88	±3	12.0	±3.0	
E1 – E4	97	±3	1	12	87	±5	13.0	±5.0	
E5 – E9	98	±2	1	11	88	±4	12.0	±4.0	
Officers	99	±1	0	10	90	±5	10.0	±5.0	
O1 – O3	99	±1	0	10	90	±7	10.0	±7.0	
O4 – O6	100	±0	0	14	86	±9	14.0	±9.0	
RACE/ETHNICITY									
White	98	±2	0	11	89	±3	11.0	±3.0	
Total Minority	98	±1	3	12	85	±4	15.0	±4.0	
Black	97	±2	3	9	88	±6	12.0	±6.0	
Hispanic	98	±2	3	13	84	±6	16.0	±6.0	
Other Race/Ethnicity	99	±2	NR	12	86	±11	14.0	±11.0	

Note. Percent responding are Service members who answered the question. DoD Services are included only in Total and Total DoD categories.
NR: Not reportable

47. During the past 12 months, did any of the following happen to you? If it did, do you believe your race/ethnicity was a factor?

o. You or your family were discriminated against when seeking non-government housing.

1. Yes, and my race/ethnicity was a factor 2. Yes, but my race/ethnicity was NOT a factor 3. No, or does not apply

	Percent Responding		Percentages			Max ME	Experienced Behavior		
			1	2	3				
TOTAL	97	±1	1	2	97	±1	3.0	±1.0	
TOTAL DOD	97	±1	1	2	97	±1	3.0	±1.0	
Army	96	±1	1	2	97	±1	3.0	±1.0	
Navy	97	±1	1	2	97	±1	3.0	±1.0	
Marine Corps	96	±2	1	3	96	±2	4.0	±2.0	
Air Force	97	±1	1	1	98	±1	2.0	±1.0	
COAST GUARD	97	±2	1	1	98	±2	2.0	±2.0	
PAYGRADE									
Enlisted	97	±2	1	1	98	±2	2.0	±2.0	
E1 – E4	96	±3	0	2	98	±3	2.0	±3.0	
E5 – E9	98	±2	2	1	97	±3	3.0	±3.0	
Officers	99	±2	0	1	99	±3	1.0	±3.0	
O1 – O3	98	±3	0	1	99	±7	1.0	±6.0	
O4 – O6	99	±2	0	0	100	±2	0.0	±2.0	
RACE/ETHNICITY									
White	97	±2	0	1	98	±2	2.0	±2.0	
Total Minority	98	±1	2	1	96	±4	4.0	±3.0	
Black	98	±2	2	1	98	±3	2.0	±3.0	
Hispanic	98	±2	1	1	97	±3	3.0	±3.0	
Other Race/Ethnicity	99	±2	5	1	94	±12	6.0	±11.0	

Note. Percent responding are Service members who answered the question. DoD Services are included only in Total and Total DoD categories.

47. During the past 12 months, did any of the following happen to you? If it did, do you believe your race/ethnicity was a factor?

p. You or your family were made to feel unwelcome by a local business (for example, a store or restaurant).

1. Yes, and my race/ethnicity was a factor 2. Yes, but my race/ethnicity was NOT a factor 3. No, or does not apply

	Percent Responding		Percentages			Max ME	Experienced Behavior		
			1	2	3				
TOTAL	97	±1	6	3	91	±1	9.0	±1.0	
TOTAL DOD	97	±1	6	3	91	±1	9.0	±1.0	
Army	96	±1	6	3	90	±1	10.0	±1.0	
Navy	97	±1	6	3	91	±1	9.0	±1.0	
Marine Corps	97	±1	5	4	91	±2	9.0	±2.0	
Air Force	97	±1	5	3	92	±1	8.0	±1.0	
COAST GUARD	98	±2	4	3	93	±2	7.0	±2.0	
PAYGRADE									
Enlisted	97	±2	4	3	93	±3	7.0	±3.0	
E1 – E4	97	±3	4	4	92	±5	8.0	±5.0	
E5 – E9	97	±2	4	1	94	±3	6.0	±3.0	
Officers	100	±1	4	4	92	±5	8.0	±5.0	
O1 – O3	99	±1	3	5	92	±8	8.0	±8.0	
O4 – O6	100	±0	4	2	93	±7	7.0	±7.0	
RACE/ETHNICITY									
White	98	±2	3	3	94	±3	6.0	±3.0	
Total Minority	97	±2	10	2	88	±4	12.0	±4.0	
Black	97	±3	16	3	81	±6	19.0	±6.0	
Hispanic	96	±3	9	2	89	±5	11.0	±5.0	
Other Race/Ethnicity	99	±2	6	NR	94	±10	6.0	±10.0	

Note. Percent responding are Service members who answered the question. DoD Services are included only in Total and Total DoD categories.
NR: Not reportable

47. During the past 12 months, did any of the following happen to you? If it did, do you believe your race/ethnicity was a factor?

q. You or your family did not get appropriate medical care.

1. Yes, and my race/ethnicity was a factor 2. Yes, but my race/ethnicity was NOT a factor 3. No, or does not apply

	Percent Responding		Percentages			Max ME	Experienced Behavior		
			1	2	3				
TOTAL	97	±1	1	8	91	±1	9.0	±1.0	
TOTAL DOD	97	±1	1	8	91	±1	9.0	±1.0	
Army	96	±1	1	9	90	±1	10.0	±1.0	
Navy	97	±1	1	7	92	±1	8.0	±1.0	
Marine Corps	97	±1	1	8	91	±3	9.0	±3.0	
Air Force	97	±1	0	7	93	±1	7.0	±1.0	
COAST GUARD	98	±2	0	8	92	±3	8.0	±3.0	
PAYGRADE									
Enlisted	97	±2	0	8	92	±3	8.0	±3.0	
E1 – E4	97	±3	0	8	91	±5	9.0	±5.0	
E5 – E9	97	±2	0	7	93	±3	7.0	±3.0	
Officers	99	±1	0	11	89	±5	11.0	±5.0	
O1 – O3	98	±3	0	6	94	±7	6.0	±7.0	
O4 – O6	100	±0	NR	18	82	±10	18.0	±10.0	
RACE/ETHNICITY									
White	98	±2	0	8	92	±3	8.0	±3.0	
Total Minority	98	±1	1	7	92	±4	8.0	±4.0	
Black	97	±2	1	5	95	±4	5.0	±4.0	
Hispanic	97	±2	1	6	93	±4	7.0	±4.0	
Other Race/Ethnicity	99	±2	NR	12	88	±11	12.0	±11.0	

Note. Percent responding are Service members who answered the question. DoD Services are included only in Total and Total DoD categories.

NR: Not reportable

47. During the past 12 months, did any of the following happen to you? If it did, do you believe your race/ethnicity was a factor?

r. You or your family got poorer military support service (for example, at commissaries, exchanges, clubs, and rec centers) than others did.

1. Yes, and my race/ethnicity was a factor 2. Yes, but my race/ethnicity was NOT a factor 3. No, or does not apply



















	Percent Responding		Percentages			Max ME	Experienced Behavior		
			1	2	3				
TOTAL	97	±1	1	4	95	±1	5.0	±1.0	
TOTAL DOD	97	±1	1	4	95	±1	5.0	±1.0	
Army	96	±1	2	4	95	±1	5.0	±1.0	
Navy	97	±1	2	3	95	±1	5.0	±1.0	
Marine Corps	96	±2	2	5	94	±2	6.0	±2.0	
Air Force	97	±1	1	3	96	±1	4.0	±1.0	
COAST GUARD	98	±2	0	4	95	±2	5.0	±2.0	
PAYGRADE									
Enlisted	98	±2	0	5	95	±3	5.0	±3.0	
E1 – E4	97	±3	0	7	93	±5	7.0	±5.0	
E5 – E9	98	±2	1	3	97	±3	3.0	±3.0	
Officers	99	±2	0	4	96	±4	4.0	±4.0	
O1 – O3	98	±3	0	4	96	±6	4.0	±6.0	
O4 – O6	99	±2	NR	3	97	±8	3.0	±8.0	
RACE/ETHNICITY									
White	98	±2	0	5	95	±3	5.0	±3.0	
Total Minority	98	±2	2	3	95	±3	5.0	±3.0	
Black	97	±2	0	3	97	±3	3.0	±3.0	
Hispanic	97	±2	3	4	92	±5	8.0	±5.0	
Other Race/Ethnicity	98	±3	NR	NR	NR		NR		

Note. Percent responding are Service members who answered the question. DoD Services are included only in Total and Total DoD categories.
NR: Not reportable

47. During the past 12 months, did any of the following happen to you? If it did, do you believe your race/ethnicity was a factor?

s. You were excluded by your peers from social activities.

1. Yes, and my race/ethnicity was a factor 2. Yes, but my race/ethnicity was NOT a factor 3. No, or does not apply

	Percent Responding		Percentages			Max ME	Experienced Behavior		
			1	2	3				
TOTAL	97	±1	2	5	93	±1	7.0	±1.0	
TOTAL DOD	97	±1	2	5	93	±1	7.0	±1.0	
Army	96	±1	2	5	92	±1	8.0	±1.0	
Navy	97	±1	2	5	93	±1	7.0	±1.0	
Marine Corps	96	±2	2	6	92	±2	8.0	±2.0	
Air Force	97	±1	1	3	95	±1	5.0	±1.0	
COAST GUARD	98	±2	1	3	96	±2	4.0	±2.0	
PAYGRADE									
Enlisted	97	±2	1	3	96	±2	4.0	±2.0	
E1 – E4	97	±3	1	4	95	±4	5.0	±4.0	
E5 – E9	97	±2	1	3	96	±3	4.0	±3.0	
Officers	100	±1	0	3	96	±4	4.0	±4.0	
O1 – O3	99	±1	0	4	95	±7	5.0	±7.0	
O4 – O6	100	±0	NR	4	96	±6	4.0	±6.0	
RACE/ETHNICITY									
White	98	±2	0	3	97	±2	3.0	±2.0	
Total Minority	97	±2	3	5	93	±3	7.0	±3.0	
Black	97	±3	4	5	91	±5	9.0	±5.0	
Hispanic	97	±2	4	4	92	±4	8.0	±4.0	
Other Race/Ethnicity	98	±3	NR	6	94	±10	6.0	±10.0	

Note. Percent responding are Service members who answered the question. DoD Services are included only in Total and Total DoD categories.

NR: Not reportable

47. During the past 12 months, did any of the following happen to you? If it did, do you believe your race/ethnicity was a factor?

t. Local civilian police harassed you or your family without cause.

1. Yes, and my race/ethnicity was a factor 2. Yes, but my race/ethnicity was NOT a factor 3. No, or does not apply

	Percent Responding		Percentages			Max ME	Experienced Behavior		
			1	2	3				
TOTAL	96	±1	2	3	95	±1	5.0	±1.0	
TOTAL DOD	96	±1	2	3	95	±1	5.0	±1.0	
Army	95	±1	2	3	95	±1	5.0	±1.0	
Navy	97	±1	2	3	95	±1	5.0	±1.0	
Marine Corps	96	±2	2	5	93	±3	7.0	±3.0	
Air Force	97	±1	2	1	97	±1	3.0	±1.0	
COAST GUARD	98	±2	2	2	97	±2	3.0	±2.0	
PAYGRADE									
Enlisted	97	±2	2	2	96	±2	4.0	±2.0	
E1 – E4	97	±3	3	3	94	±5	6.0	±5.0	
E5 – E9	98	±2	2	1	97	±2	3.0	±2.0	
Officers	100	±1	0	1	99	±4	1.0	±2.0	
O1 – O3	99	±1	0	1	98	±7	2.0	±5.0	
O4 – O6	100	±0	0	NR	100	±1	0.0	±1.0	
RACE/ETHNICITY									
White	98	±2	1	2	97	±2	3.0	±2.0	
Total Minority	98	±1	4	1	94	±4	6.0	±4.0	
Black	97	±2	6	2	92	±5	8.0	±5.0	
Hispanic	98	±2	4	1	95	±5	5.0	±5.0	
Other Race/Ethnicity	99	±2	4	NR	94	±11	6.0	±11.0	

Note. Percent responding are Service members who answered the question. DoD Services are included only in Total and Total DoD categories.
NR: Not reportable

47. During the past 12 months, did any of the following happen to you? If it did, do you believe your race/ethnicity was a factor?

u. You or your family were watched more closely than others were by armed forces police.

1. Yes, and my race/ethnicity was a factor 2. Yes, but my race/ethnicity was NOT a factor 3. No, or does not apply

	Percent Responding		Percentages			Max ME	Experienced Behavior		
			1	2	3				
TOTAL	97	±1	2	2	97	±1	3.0	±1.0	
TOTAL DOD	97	±1	2	2	97	±1	3.0	±1.0	
Army	96	±1	2	1	96	±1	4.0	±1.0	
Navy	97	±1	2	2	96	±1	4.0	±1.0	
Marine Corps	97	±1	2	3	95	±2	5.0	±2.0	
Air Force	98	±1	1	1	98	±1	2.0	±1.0	
COAST GUARD	98	±2	1	2	98	±2	2.0	±2.0	
PAYGRADE									
Enlisted	97	±2	1	2	97	±2	3.0	±2.0	
E1 – E4	97	±3	0	3	97	±4	3.0	±4.0	
E5 – E9	98	±2	1	1	98	±2	2.0	±2.0	
Officers	99	±1	0	1	99	±3	1.0	±3.0	
O1 – O3	99	±1	0	2	98	±6	2.0	±6.0	
O4 – O6	99	±3	NR	NR	NR		NR		
RACE/ETHNICITY									
White	98	±2	0	2	98	±2	2.0	±2.0	
Total Minority	98	±1	3	1	96	±4	4.0	±3.0	
Black	98	±2	4	1	95	±4	5.0	±4.0	
Hispanic	98	±2	3	1	96	±5	4.0	±4.0	
Other Race/Ethnicity	99	±2	1	NR	96	±11	4.0	±11.0	

Note. Percent responding are Service members who answered the question. DoD Services are included only in Total and Total DoD categories.

NR: Not reportable

47. During the past 12 months, did any of the following happen to you? If it did, do you believe your race/ethnicity was a factor?

v. You were taken to nonjudicial punishment or court martial when you should not have been.

1. Yes, and my race/ethnicity was a factor 2. Yes, but my race/ethnicity was NOT a factor 3. No, or does not apply



















	Percent Responding		Percentages			Max ME	Experienced Behavior		
			1	2	3				
TOTAL	97	±1	1	2	97	±1	3.0	±1.0	
TOTAL DOD	97	±1	1	2	97	±1	3.0	±1.0	
Army	96	±1	1	2	97	±1	3.0	±1.0	
Navy	97	±1	1	3	97	±1	3.0	±1.0	
Marine Corps	97	±2	1	4	95	±2	5.0	±2.0	
Air Force	98	±1	0	1	98	±1	2.0	±1.0	
COAST GUARD	98	±1	0	2	98	±2	2.0	±2.0	
PAYGRADE									
Enlisted	98	±2	0	2	98	±2	2.0	±2.0	
E1 – E4	98	±3	0	3	97	±4	3.0	±4.0	
E5 – E9	98	±2	0	2	98	±2	2.0	±2.0	
Officers	100	±1	0	1	99	±4	1.0	±3.0	
O1 – O3	99	±1	0	1	99	±7	1.0	±6.0	
O4 – O6	100	±0	NR	NR	NR		NR		
RACE/ETHNICITY									
White	98	±2	0	2	98	±2	2.0	±2.0	
Total Minority	98	±1	1	1	98	±2	2.0	±2.0	
Black	98	±2	2	1	97	±4	3.0	±4.0	
Hispanic	98	±2	1	2	97	±3	3.0	±3.0	
Other Race/Ethnicity	99	±2	NR	NR	NR		NR		

Note. Percent responding are Service members who answered the question. DoD Services are included only in Total and Total DoD categories.
NR: Not reportable

47. During the past 12 months, did any of the following happen to you? If it did, do you believe your race/ethnicity was a factor?

w. You were punished for something that others did without being punished.

1. Yes, and my race/ethnicity was a factor 2. Yes, but my race/ethnicity was NOT a factor 3. No, or does not apply

	Percent Responding		Percentages			Max ME	Experienced Behavior		
			1	2	3				
TOTAL	97	±1	2	7	91	±1	9.0	±1.0	
TOTAL DOD	97	±1	2	7	91	±1	9.0	±1.0	
Army	96	±1	3	8	90	±2	10.0	±2.0	
Navy	97	±1	2	6	91	±1	9.0	±1.0	
Marine Corps	97	±1	2	10	88	±3	12.0	±3.0	
Air Force	97	±1	1	4	95	±1	5.0	±1.0	
COAST GUARD	98	±2	1	6	93	±2	7.0	±2.0	
PAYGRADE									
Enlisted	97	±2	1	7	92	±3	8.0	±3.0	
E1 – E4	97	±3	1	10	89	±5	11.0	±5.0	
E5 – E9	97	±2	1	5	94	±3	6.0	±3.0	
Officers	99	±1	1	1	98	±3	2.0	±3.0	
O1 – O3	99	±1	0	2	98	±5	2.0	±5.0	
O4 – O6	99	±3	NR	1	99	±7	1.0	±7.0	
RACE/ETHNICITY									
White	98	±2	0	6	94	±3	6.0	±3.0	
Total Minority	98	±1	3	7	90	±4	10.0	±4.0	
Black	97	±3	5	6	89	±6	11.0	±6.0	
Hispanic	98	±2	3	9	88	±7	12.0	±7.0	
Other Race/Ethnicity	99	±2	1	5	94	±11	6.0	±10.0	

Note. Percent responding are Service members who answered the question. DoD Services are included only in Total and Total DoD categories.

NR: Not reportable

47. During the past 12 months, did any of the following happen to you? If it did, do you believe your race/ethnicity was a factor?

x. You were afraid for you or your family to go off the installation because of gang activity.

1. Yes, and my race/ethnicity was a factor 2. Yes, but my race/ethnicity was NOT a factor 3. No, or does not apply

	Percent Responding		Percentages			Max ME	Experienced Behavior		
			1	2	3				
TOTAL	97	±1	1	2	97	±1	3.0	±1.0	
TOTAL DOD	97	±1	1	2	97	±1	3.0	±1.0	
Army	96	±1	1	2	97	±1	3.0	±1.0	
Navy	97	±1	1	2	97	±1	3.0	±1.0	
Marine Corps	97	±1	1	2	97	±2	3.0	±2.0	
Air Force	98	±1	1	1	98	±1	2.0	±1.0	
COAST GUARD	97	±2	1	1	98	±2	2.0	±2.0	
PAYGRADE									
Enlisted	96	±2	1	1	98	±2	2.0	±2.0	
E1 – E4	96	±3	0	2	98	±4	2.0	±4.0	
E5 – E9	96	±2	2	0	98	±3	2.0	±3.0	
Officers	99	±1	0	1	98	±3	2.0	±3.0	
O1 – O3	99	±1	0	2	98	±6	2.0	±6.0	
O4 – O6	99	±2	1	NR	99	±7	1.0	±7.0	
RACE/ETHNICITY									
White	97	±2	1	1	98	±2	2.0	±2.0	
Total Minority	97	±2	2	0	98	±4	2.0	±4.0	
Black	98	±2	0	0	100	±2	0.0	±2.0	
Hispanic	97	±3	2	1	97	±5	3.0	±5.0	
Other Race/Ethnicity	98	±2	NR	0	96	±11	4.0	±11.0	

Note. Percent responding are Service members who answered the question. DoD Services are included only in Total and Total DoD categories.
NR: Not reportable

47. During the past 12 months, did any of the following happen to you? If it did, do you believe your race/ethnicity was a factor?

y. You were afraid for you or your family to go off the installation for other reasons.

1. Yes, and my race/ethnicity was a factor 2. Yes, but my race/ethnicity was NOT a factor 3. No, or does not apply

	Percent Responding		Percentages			Max ME	Experienced Behavior		
			1	2	3				
TOTAL	97	±1	1	2	97	±1	3.0	±1.0	
TOTAL DOD	97	±1	1	2	97	±1	3.0	±1.0	
Army	96	±1	1	2	96	±1	4.0	±1.0	
Navy	97	±1	1	2	97	±1	3.0	±1.0	
Marine Corps	97	±1	1	3	96	±2	4.0	±2.0	
Air Force	98	±1	1	2	97	±1	3.0	±1.0	
COAST GUARD	97	±2	1	2	98	±2	2.0	±2.0	
PAYGRADE									
Enlisted	97	±2	1	2	98	±2	2.0	±2.0	
E1 – E4	96	±3	0	3	97	±4	3.0	±4.0	
E5 – E9	97	±2	1	1	98	±2	2.0	±2.0	
Officers	99	±1	0	2	98	±3	2.0	±3.0	
O1 – O3	99	±1	0	3	97	±6	3.0	±6.0	
O4 – O6	100	±1	1	NR	99	±7	1.0	±7.0	
RACE/ETHNICITY									
White	97	±2	0	2	98	±2	2.0	±2.0	
Total Minority	98	±1	1	1	98	±2	2.0	±2.0	
Black	97	±3	1	1	98	±3	2.0	±3.0	
Hispanic	98	±2	2	1	97	±5	3.0	±5.0	
Other Race/Ethnicity	99	±2	1	1	98	±6	2.0	±5.0	

Note. Percent responding are Service members who answered the question. DoD Services are included only in Total and Total DoD categories.

NR: Not reportable

47. During the past 12 months, did any of the following happen to you? If it did, do you believe your race/ethnicity was a factor?



















z. You were afraid for you or your family because of gang activity on the installation.

1. Yes, and my race/ethnicity was a factor 2. Yes, but my race/ethnicity was NOT a factor 3. No, or does not apply

	Percent Responding		Percentages			Max ME	Experienced Behavior		
			1	2	3				
TOTAL	97	±1	1	1	98	±1	2.0	±1.0	
TOTAL DOD	97	±1	1	1	98	±1	2.0	±1.0	
Army	96	±1	1	2	97	±1	3.0	±1.0	
Navy	97	±1	0	1	98	±1	2.0	±1.0	
Marine Corps	97	±1	1	2	97	±2	3.0	±2.0	
Air Force	97	±1	0	1	99	±1	1.0	±1.0	
COAST GUARD	98	±2	0	1	99	±2	1.0	±2.0	
PAYGRADE									
Enlisted	97	±2	0	1	99	±2	1.0	±2.0	
E1 – E4	97	±3	0	2	98	±4	2.0	±4.0	
E5 – E9	98	±2	1	0	99	±2	1.0	±2.0	
Officers	100	±1	0	1	99	±3	1.0	±3.0	
O1 – O3	99	±1	0	1	99	±7	1.0	±7.0	
O4 – O6	100	±0	NR	NR	NR		NR		
RACE/ETHNICITY									
White	98	±2	0	1	99	±2	1.0	±2.0	
Total Minority	98	±1	1	0	99	±3	1.0	±2.0	
Black	98	±2	0	0	100	±2	0.0	±2.0	
Hispanic	98	±2	2	1	98	±6	2.0	±5.0	
Other Race/Ethnicity	99	±2	NR	NR	NR		NR		

Note. Percent responding are Service members who answered the question. DoD Services are included only in Total and Total DoD categories.
NR: Not reportable

48. Have you or your family had other bad, race/ethnic-related experiences during the past 12 months--experiences related to your job, an installation/ship, or a community around an installation?

	Percent Responding		Percentages	Max ME	Percentage Reporting Yes
			Yes		
TOTAL	98	±1	7	±1	
TOTAL DOD	98	±1	7	±1	
Army	97	±1	8	±1	
Navy	98	±1	6	±1	
Marine Corps	96	±2	5	±2	
Air Force	98	±1	5	±1	
COAST GUARD	99	±1	5	±2	
PAYGRADE					
Enlisted	99	±1	5	±2	
E1 – E4	99	±1	3	±3	
E5 – E9	98	±2	6	±3	
Officers	100	±1	5	±4	
O1 – O3	99	±1	6	±6	
O4 – O6	100	±0	4	±7	
RACE/ETHNICITY					
White	99	±1	3	±2	
Total Minority	98	±1	10	±4	
Black	97	±3	9	±5	
Hispanic	98	±2	9	±6	
Other Race/Ethnicity	99	±2	11	±10	



















Note. Percent responding are Service members who answered the question. DoD Services are included only in Total and Total DoD categories.

48. Incident: Constructed to be similar to the 1996 Equal Opportunity Survey from Q45a-o, Q46a-o, Q47a-z, and Q48. Incident is a global measure reflecting whether members indicated they or their families experienced any type of bothersome race/ethnic-related behaviors or situations.

	Percent Responding		Percentages	Max ME	Any Member/ Family Incident
			Incident Rate		
TOTAL	100	±0	59	±1	
TOTAL DOD	100	±0	59	±1	
Army	100	±0	62	±2	
Navy	100	±0	61	±2	
Marine Corps	100	±0	64	±3	
Air Force	100	±0	50	±2	
COAST GUARD	100	±0	59	±4	
PAYGRADE					
Enlisted	100	±0	60	±4	
E1 – E4	100	±0	66	±7	
E5 – E9	100	±0	55	±5	
Officers	100	±0	56	±7	
O1 – O3	100	±0	53	±10	
O4 – O6	100	±0	57	±11	
RACE/ETHNICITY					
White	100	±0	56	±4	
Total Minority	100	±0	70	±5	
Black	100	±0	73	±8	
Hispanic	100	±0	69	±8	
Other Race/Ethnicity	100	±0	71	±11	



















Note. Percent responding are Service members who answered the question. Incident rates indicate the percentage of active-duty members who experienced at least one of the behaviors during the 12 months prior to responding to the survey. DoD Services are included only in Total and Total DoD categories.

48. Member Incident - DoD Trend Measure: Constructed to be similar to the 1996 Equal Opportunity Survey from Q45a-n, Q47a-n, Q47s, and Q47v-w. Member Incident - DoD reflects whether members indicated that they personally experienced race/ethnicity-related insensitivity, threats, actual harm, or discrimination from another military member or a DoD civilian.

	Percent Responding		Percentages	Max ME	Member Incident - DoD
			Incident Rate		
TOTAL	100	±0	49	±1	
TOTAL DOD	100	±0	49	±1	
Army	100	±0	53	±2	
Navy	100	±0	52	±2	
Marine Corps	100	±0	56	±3	
Air Force	100	±0	37	±2	
COAST GUARD	100	±0	46	±4	
PAYGRADE					
Enlisted	100	±0	50	±4	
E1 – E4	100	±0	57	±7	
E5 – E9	100	±0	45	±5	
Officers	100	±0	33	±6	
O1 – O3	100	±0	39	±10	
O4 – O6	100	±0	22	±10	
RACE/ETHNICITY					
White	100	±0	42	±4	
Total Minority	100	±0	62	±5	
Black	100	±0	65	±8	
Hispanic	100	±0	62	±8	
Other Race/Ethnicity	100	±0	58	±11	

Note. Percent responding are Service members who answered the question. Incident rates indicate the percentage of members who experienced at least one of the behaviors during the 12 months prior to responding to the survey. Cronbach's coefficient alpha = 0.88. DoD Services are included only in Total and Total DoD categories.

48. **Offensive Encounters - DoD Trend Measure:** Constructed to be similar to the 1996 Equal Opportunity Survey from Q45a-j. Offensive Encounters reflects whether members indicated they experienced situations in which other DoD personnel engaged in racially/ethnically insensitive behavior that caused them discomfort or was insulting.

	Percent Responding		Percentages	Max ME	Offensive Encounters - DoD
			Incident Rate		
TOTAL	100	±0	47	±1	
TOTAL DOD	100	±0	47	±1	
Army	100	±0	51	±2	
Navy	100	±0	51	±2	
Marine Corps	100	±0	55	±3	
Air Force	100	±0	35	±2	
COAST GUARD	100	±0	46	±4	
PAYGRADE					
Enlisted	100	±0	49	±4	
E1 – E4	100	±0	57	±7	
E5 – E9	100	±0	44	±5	
Officers	100	±0	32	±7	
O1 – O3	100	±0	38	±10	
O4 – O6	100	±0	22	±10	
RACE/ETHNICITY					
White	100	±0	42	±4	
Total Minority	100	±0	61	±5	
Black	100	±0	64	±8	
Hispanic	100	±0	61	±8	
Other Race/Ethnicity	100	±0	58	±11	

Note. Percent responding are Service members who answered the question. Incident rates indicate the percentage of members who experienced at least one of the behaviors during the 12 months prior to responding to the survey. Cronbach's coefficient alpha = 0.88. DoD Services are included only in Total and Total DoD categories.

48. Threat/Harm - DoD Trend Measure: Constructed to be similar to the 1996 Equal Opportunity Survey from Q45k-n. Threat/Harm can be defined as perceptions of threat, vandalism, and assault stemming from members' race/ethnicity and caused by DoD personnel.

	Percent Responding		Percentages	Max ME	Threat/Harm - DoD
			Incident Rate		
TOTAL	100	±0	5	±1	
TOTAL DOD	100	±0	5	±1	
Army	100	±0	6	±1	
Navy	100	±0	7	±1	
Marine Corps	100	±0	5	±2	
Air Force	100	±0	3	±1	
COAST GUARD	100	±0	2	±1	
PAYGRADE					
Enlisted	100	±0	2	±2	
E1 – E4	100	±0	3	±3	
E5 – E9	100	±0	2	±2	
Officers	100	±0	1	±1	
O1 – O3	100	±0	1	±2	
O4 – O6	100	±0	NR		
RACE/ETHNICITY					
White	100	±0	1	±2	
Total Minority	100	±0	6	±3	
Black	100	±0	7	±5	
Hispanic	100	±0	6	±3	
Other Race/Ethnicity	100	±0	NR		

Note. Percent responding are Service members who answered the question. Incident rates indicate the percentage of members who experienced at least one of the behaviors during the 12 months prior to responding to the survey. Cronbach's coefficient alpha = 0.83. DoD Services are included only in Total and Total DoD categories.

NR: Not reportable

48. Assignment/Career Trend Measure: Constructed to be similar to the 1996 Equal Opportunity Survey from Q47e, Q47j-n, and Q47s. Assignment/Career reflects the extent to which members believe an aspect of their current assignment or career progression was hampered because of their race/ethnicity.

	Percent Responding		Percentages	Max ME	Assignment/Career
			Incident Rate		
TOTAL	100	±0	5	±1	
TOTAL DOD	100	±0	5	±1	
Army	100	±0	6	±1	
Navy	100	±0	5	±1	
Marine Corps	100	±0	3	±2	
Air Force	100	±0	3	±1	
COAST GUARD	100	±0	2	±1	
PAYGRADE					
Enlisted	100	±0	2	±2	
E1 – E4	100	±0	2	±2	
E5 – E9	100	±0	3	±2	
Officers	100	±0	1	±1	
O1 – O3	100	±0	1	±2	
O4 – O6	100	±0	0	±1	
RACE/ETHNICITY					
White	100	±0	1	±2	
Total Minority	100	±0	6	±3	
Black	100	±0	10	±5	
Hispanic	100	±0	6	±4	
Other Race/Ethnicity	100	±0	3	±9	

Note. Percent responding are Service members who answered the question. Incident rates indicate the percentage of members who experienced at least one of the behaviors during the 12 months prior to responding to the survey. Cronbach's coefficient alpha = 0.79. DoD Services are included only in Total and Total DoD categories.

48. Evaluation Trend Measure: Constructed to be similar to the 1996 Equal Opportunity Survey from Q47a-d. Evaluation reflects members' perceptions that race/ethnicity influenced some aspect of their performance evaluation.

	Percent Responding		Percentages	Max ME	Evaluation
			Incident Rate		
TOTAL	100	±0	5	±1	
TOTAL DOD	100	±0	5	±1	
Army	100	±0	7	±1	
Navy	100	±0	6	±1	
Marine Corps	100	±0	4	±2	
Air Force	100	±0	3	±1	
COAST GUARD	100	±0	2	±1	
PAYGRADE					
Enlisted	100	±0	2	±2	
E1 – E4	100	±0	2	±3	
E5 – E9	100	±0	2	±2	
Officers	100	±0	3	±3	
O1 – O3	100	±0	3	±4	
O4 – O6	100	±0	1	±1	
RACE/ETHNICITY					
White	100	±0	1	±2	
Total Minority	100	±0	7	±3	
Black	100	±0	11	±5	
Hispanic	100	±0	8	±5	
Other Race/Ethnicity	100	±0	3	±5	

Note. Percent responding are Service members who answered the question. Incident rates indicate the percentage of members who experienced at least one of the behaviors during the 12 months prior to responding to the survey. Cronbach's coefficient alpha = 0.68. DoD Services are included only in Total and Total DoD categories.

48. **Training/Test Scores Trend Measure:** Constructed to be similar to the 1996 Equal Opportunity Survey from Q47f-i. Training/Test Scores reflects the extent to which members believed their race/ethnicity influenced the availability of training and the assignment of training scores/grades.

	Percent Responding		Percentages	Max ME	Training/Test Scores
			Incident Rate		
TOTAL	100	±0	2	±1	
TOTAL DOD	100	±0	2	±1	
Army	100	±0	2	±1	
Navy	100	±0	2	±1	
Marine Corps	100	±0	1	±2	
Air Force	100	±0	1	±1	
COAST GUARD	100	±0	1	±2	
PAYGRADE					
Enlisted	100	±0	2	±2	
E1 – E4	100	±0	1	±2	
E5 – E9	100	±0	2	±2	
Officers	100	±0	1	±5	
O1 – O3	100	±0	NR		
O4 – O6	100	±0	NR		
RACE/ETHNICITY					
White	100	±0	1	±2	
Total Minority	100	±0	3	±3	
Black	100	±0	2	±3	
Hispanic	100	±0	4	±5	
Other Race/Ethnicity	100	±0	NR		

Note. Percent responding are Service members who answered the question. Incident rates indicate the percentage of members who experienced at least one of the behaviors during the 12 months prior to responding to the survey. Cronbach's coefficient alpha = 0.68. DoD Services are included only in Total and Total DoD categories.

NR: Not reportable



















48. Punishment Trend Measure: Constructed to be similar to the 1996 Equal Opportunity Survey from Q47v-w. Punishment reflects members' perceptions that race/ethnicity influenced whether and how they were punished.

	Percent Responding		Percentages	Max ME	Punishment
			Incident Rate		
TOTAL	100	±0	2	±1	
TOTAL DOD	100	±0	2	±1	
Army	100	±0	3	±1	
Navy	100	±0	2	±1	
Marine Corps	100	±0	2	±2	
Air Force	100	±0	1	±1	
COAST GUARD	100	±0	1	±1	
PAYGRADE					
Enlisted	100	±0	1	±1	
E1 – E4	100	±0	1	±1	
E5 – E9	100	±0	1	±1	
Officers	100	±0	1	±3	
O1 – O3	100	±0	0	±1	
O4 – O6	100	±0	NR		
RACE/ETHNICITY					
White	100	±0	0	±1	
Total Minority	100	±0	3	±2	
Black	100	±0	6	±5	
Hispanic	100	±0	3	±5	
Other Race/Ethnicity	100	±0	1	±4	

Note. Percent responding are Service members who answered the question. Incident rates indicate the percentage of members who experienced at least one of the behaviors during the 12 months prior to responding to the survey. Cronbach's coefficient alpha = 0.66. DoD Services are included only in Total and Total DoD categories.



















NR: Not reportable

48. **Member Incident - Community Trend Measure:** Constructed to be similar to the 1996 Equal Opportunity Survey from Q46a-n. Member Incident - Community can be defined as members who personally experienced race/ethnicity-related insensitivity, threats, actual harm, or discrimination from civilians in the community near their installation.

	Percent Responding		Percentages	Max ME	Member Incident - Community
			Incident Rate		
TOTAL	100	±0	41	±1	
TOTAL DOD	100	±0	41	±1	
Army	100	±0	41	±2	
Navy	100	±0	43	±2	
Marine Corps	100	±0	44	±4	
Air Force	100	±0	38	±2	
COAST GUARD	100	±0	43	±4	
PAYGRADE					
Enlisted	100	±0	43	±4	
E1 – E4	100	±0	45	±7	
E5 – E9	100	±0	41	±5	
Officers	100	±0	44	±7	
O1 – O3	100	±0	37	±10	
O4 – O6	100	±0	52	±11	
RACE/ETHNICITY					
White	100	±0	41	±4	
Total Minority	100	±0	50	±5	
Black	100	±0	50	±8	
Hispanic	100	±0	48	±7	
Other Race/Ethnicity	100	±0	52	±11	

Note. Percent responding are Service members who answered the question. Incident rates indicate the percentage of members who experienced at least one of the behaviors during the 12 months prior to responding to the survey. Cronbach's coefficient alpha = 0.90. DoD Services are included only in Total and Total DoD categories.

48. **Offensive Encounters - Community Trend Measure:** Constructed to be similar to the 1996 Equal Opportunity Survey from Q46a-j. Offensive Encounters - Community can be defined as situations in which members indicated that civilians in the community engaged in racially/ethnically insensitive behavior that caused them discomfort or was insulting.

	Percent Responding		Percentages	Max ME	Offensive Encounters - Community
			Incident Rate		
TOTAL	100	±0	41	±1	
TOTAL DOD	100	±0	41	±1	
Army	100	±0	41	±2	
Navy	100	±0	43	±2	
Marine Corps	100	±0	44	±4	
Air Force	100	±0	37	±2	
COAST GUARD	100	±0	43	±4	
PAYGRADE					
Enlisted	100	±0	43	±4	
E1 – E4	100	±0	45	±7	
E5 – E9	100	±0	41	±5	
Officers	100	±0	43	±7	
O1 – O3	100	±0	37	±10	
O4 – O6	100	±0	51	±11	
RACE/ETHNICITY					
White	100	±0	41	±4	
Total Minority	100	±0	50	±5	
Black	100	±0	50	±8	
Hispanic	100	±0	48	±7	
Other Race/Ethnicity	100	±0	52	±11	

Note. Percent responding are Service members who answered the question. Incident rates indicate the percentage of members who experienced at least one of the behaviors during the 12 months prior to responding to the survey. Cronbach's coefficient alpha = 0.89. DoD Services are included only in Total and Total DoD categories.

48. Threat/Harm - Community Trend Measure: Constructed to be similar to the 1996 Equal Opportunity Survey from Q46k-n. Threat/Harm - Community can be defined as perceptions of threat, vandalism, and assault stemming from members' race/ethnicity and caused by a civilian in the community near the installation.

	Percent Responding		Percentages	Max ME	Threat/Harm - Community
			Incident Rate		
TOTAL	100	±0	6	±1	
TOTAL DOD	100	±0	6	±1	
Army	100	±0	7	±1	
Navy	100	±0	7	±1	
Marine Corps	100	±0	6	±2	
Air Force	100	±0	5	±1	
COAST GUARD	100	±0	7	±2	
PAYGRADE					
Enlisted	100	±0	7	±3	
E1 – E4	100	±0	8	±5	
E5 – E9	100	±0	7	±3	
Officers	100	±0	5	±4	
O1 – O3	100	±0	5	±6	
O4 – O6	100	±0	5	±7	
RACE/ETHNICITY					
White	100	±0	6	±3	
Total Minority	100	±0	9	±4	
Black	100	±0	8	±5	
Hispanic	100	±0	9	±6	
Other Race/Ethnicity	100	±0	11	±10	



















Note. Percent responding are Service members who answered the question. Incident rates indicate the percentage of members who experienced at least one of the behaviors during the 12 months prior to responding to the survey. Cronbach's coefficient alpha = 0.81. DoD Services are included only in Total and Total DoD categories.

48. Member/Family Incident Trend Measure: Constructed to be similar to the 1996 Equal Opportunity Survey from Q45o, Q46o, Q47o-r, Q47t, Q47u, and Q47x-z. Member/Family reflects whether members indicated that either they or their family experienced any of three types of racial/ethnic insensitivity, harassment, or discrimination from DoD personnel or civilians in the local community.

	Percent Responding		Percentages	Max ME	Member/Family Incident
			Incident Rate		
TOTAL	100	±0	11	±1	
TOTAL DOD	100	±0	12	±1	
Army	100	±0	13	±2	
Navy	100	±0	12	±1	
Marine Corps	100	±0	11	±3	
Air Force	100	±0	9	±1	
COAST GUARD	100	±0	7	±2	
PAYGRADE					
Enlisted	100	±0	7	±2	
E1 – E4	100	±0	6	±4	
E5 – E9	100	±0	9	±3	
Officers	100	±0	7	±4	
O1 – O3	100	±0	5	±5	
O4 – O6	100	±0	7	±8	
RACE/ETHNICITY					
White	100	±0	5	±3	
Total Minority	100	±0	17	±4	
Black	100	±0	24	±7	
Hispanic	100	±0	14	±5	
Other Race/Ethnicity	100	±0	14	±10	

Note. Percent responding are Service members who answered the question. Incident rates indicate the percentage of members who experienced at least one of the behaviors during the 12 months prior to responding to the survey. Cronbach's coefficient alpha = 0.63. DoD Services are included only in Total and Total DoD categories.

48. **Member/Family Services Trend Measure:** Constructed to be similar to the 1996 Equal Opportunity Survey from Q47o-r, Q47t, and Q47u. Member/Family Services reflects whether members believed that they were or their family was treated differently because of their race/ethnicity by local businesses, by civilian or Armed Forces police, or by military medical or support services.

	Percent Responding		Percentages	Max ME	Member/Family Services
			Incident Rate		
TOTAL	100	±0	8	±1	
TOTAL DOD	100	±0	8	±1	
Army	100	±0	9	±1	
Navy	100	±0	9	±1	
Marine Corps	100	±0	8	±2	
Air Force	100	±0	7	±1	
COAST GUARD	100	±0	6	±2	
PAYGRADE					
Enlisted	100	±0	6	±2	
E1 – E4	100	±0	6	±4	
E5 – E9	100	±0	6	±3	
Officers	100	±0	4	±3	
O1 – O3	100	±0	4	±4	
O4 – O6	100	±0	5	±7	
RACE/ETHNICITY					
White	100	±0	3	±2	
Total Minority	100	±0	14	±4	
Black	100	±0	21	±6	
Hispanic	100	±0	12	±5	
Other Race/Ethnicity	100	±0	11	±10	

Note. Percent responding are Service members who answered the question. Incident rates indicate the percentage of members who experienced at least one of the behaviors during the 12 months prior to responding to the survey. Cronbach's coefficient alpha = 0.69. DoD Services are included only in Total and Total DoD categories.



















48. Member/Family Fears Trend Measure: Constructed to be similar to the 1996 Equal Opportunity Survey from Q47x-z. Member/Family Fears reflects whether members indicated that either they or their family were afraid to be on or off the installation because of gang activity or for other reasons.

	Percent Responding		Percentages	Max ME	Member/Family Fears
			Incident Rate		
TOTAL	100	±0	1	±1	
TOTAL DOD	100	±0	1	±1	
Army	100	±0	2	±1	
Navy	100	±0	1	±1	
Marine Corps	100	±0	1	±2	
Air Force	100	±0	1	±1	
COAST GUARD	100	±0	1	±1	
PAYGRADE					
Enlisted	100	±0	1	±2	
E1 – E4	100	±0	0	±1	
E5 – E9	100	±0	2	±2	
Officers	100	±0	0	±2	
O1 – O3	100	±0	0	±2	
O4 – O6	100	±0	1	±7	
RACE/ETHNICITY					
White	100	±0	1	±1	
Total Minority	100	±0	2	±4	
Black	100	±0	1	±3	
Hispanic	100	±0	2	±5	
Other Race/Ethnicity	100	±0	NR		

Note. Percent responding are Service members who answered the question. Incident rates indicate the percentage of members who experienced at least one of the behaviors during the 12 months prior to responding to the survey. Cronbach's coefficient alpha = 0.77. DoD Services are included only in Total and Total DoD categories.

NR: Not reportable

48. **Member/Family Miscellaneous Trend Measure:** Constructed to be similar to the 1996 Equal Opportunity Survey from Q45o, Q46o, and Q48. Member/Family Miscellaneous reflects whether members indicated that they or their family had any other race/ethnic-related experiences involving DoD personnel or civilians in the local community.

	Percent Responding		Percentages	Max ME	Member/ Family Miscellaneous
			Incident Rate		
TOTAL	100	±0	9	±1	
TOTAL DOD	100	±0	10	±1	
Army	100	±0	12	±2	
Navy	100	±0	10	±1	
Marine Corps	100	±0	8	±2	
Air Force	100	±0	7	±1	
COAST GUARD	100	±0	7	±2	
PAYGRADE					
Enlisted	100	±0	7	±2	
E1 – E4	100	±0	5	±4	
E5 – E9	100	±0	8	±3	
Officers	100	±0	8	±4	
O1 – O3	100	±0	7	±6	
O4 – O6	100	±0	8	±8	
RACE/ETHNICITY					
White	100	±0	5	±2	
Total Minority	100	±0	14	±4	
Black	100	±0	13	±5	
Hispanic	100	±0	13	±6	
Other Race/Ethnicity	100	±0	16	±11	

Note. Percent responding are Service members who answered the question. Incident rates indicate the percentage of members who experienced at least one of the behaviors during the 12 months prior to responding to the survey. Cronbach's coefficient alpha = 0.55. DoD Services are included only in Total and Total DoD categories.

48. Combinations of Race/Ethnic-Related Harassment and Discrimination Behaviors: Constructed to be similar to the 1996 Equal Opportunity Survey from Q45a-o, Q46a-o, and Q47a-z.



















- | | | |
|---|--|--|
| 1. Member Incident - DoD (Single Category) | 2. Member Incident - Community (Single Category) | 3. Member/Family Incident (Single Category) |
| 4. Combination of Member Incident - DoD and Member Incident - Community | 5. Combination of Member Incident - DoD, Member Incident - Community, and Member/Family Incident | 6. Did not experience ANY racial/ethnic harassment or discrimination |

	Percent Responding		Percentages						Max ME
			1	2	3	4	5	6	
TOTAL	100	±0	15	8	1	25	11	42	±1
TOTAL DOD	100	±0	15	7	1	25	11	42	±1
Army	100	±0	17	6	1	25	12	39	±2
Navy	100	±0	15	6	1	27	11	39	±2
Marine Corps	100	±0	18	6	1	29	10	36	±3
Air Force	100	±0	10	11	1	20	8	50	±2
COAST GUARD	100	±0	14	10	1	27	7	41	±4
PAYGRADE									
Enlisted	100	±0	15	8	1	28	7	40	±4
E1 – E4	100	±0	19	8	1	33	5	34	±7
E5 – E9	100	±0	13	9	0	25	8	45	±5
Officers	100	±0	8	19	1	20	6	46	±7
O1 – O3	100	±0	12	11	0	22	5	49	±10
O4 – O6	100	±0	3	31	1	15	6	43	±11
RACE/ETHNICITY									
White	100	±0	13	12	1	26	4	45	±4
Total Minority	100	±0	17	7	1	30	16	30	±5
Black	100	±0	17	5	1	27	23	27	±10
Hispanic	100	±0	18	6	0	31	13	32	±8
Other Race/Ethnicity	100	±0	17	9	1	30	14	29	±11

Note. Percent responding are Service members who answered the question. For Service members who experienced behaviors, percentages represent members who experienced at least one of the behaviors during the 12 months prior to responding to the survey. DoD Services are included only in Total and Total DoD categories.

49. Would you say that you or your family experienced racial/ethnic harassment or discrimination in what you said happened in the Personal Experiences questions?



















1. Yes, racial/ethnic harassment 2. Yes, racial/ethnic discrimination 3. Yes, both racial/ethnic harassment and discrimination
4. No, neither racial/ethnic harassment nor discrimination

	Percent Responding		Percentages				Max ME	Percentage Experiencing Harassment/Discrimination		
			1	2	3	4				
TOTAL	70	±1	4	8	4	83	±1	17.0	±1.0	
TOTAL DOD	70	±1	4	8	4	83	±1	17.0	±1.0	
Army	72	±2	5	9	5	81	±2	19.0	±2.0	
Navy	74	±2	4	8	5	83	±2	17.0	±2.0	
Marine Corps	71	±3	3	6	3	88	±3	12.0	±3.0	
Air Force	65	±2	4	7	4	85	±2	15.0	±2.0	
COAST GUARD	71	±3	4	4	3	88	±3	12.0	±3.0	
PAYGRADE										
Enlisted	72	±4	4	4	3	88	±3	12.0	±3.0	
E1 – E4	75	±6	5	4	3	88	±6	12.0	±6.0	
E5 – E9	70	±5	4	5	3	89	±4	11.0	±4.0	
Officers	68	±6	5	4	2	88	±6	12.0	±6.0	
O1 – O3	63	±10	5	4	2	89	±8	11.0	±8.0	
O4 – O6	74	±9	9	3	NR	88	±11	12.0	±11.0	
RACE/ETHNICITY										
White	69	±4	4	3	2	92	±4	8.0	±4.0	
Total Minority	79	±5	6	10	8	76	±5	24.0	±5.0	
Black	79	±6	5	16	9	70	±8	30.0	±8.0	
Hispanic	76	±7	4	11	9	76	±7	24.0	±7.0	
Other Race/Ethnicity	82	±8	11	3	4	82	±12	18.0	±12.0	

Note. Percent responding are Service members who answered the question and who had experienced race/ethnic-related behaviors (Q45/Q46/Q47/Q48). DoD Services are included only in Total and Total DoD categories.



















NR: Not reportable

49. Member Experiences of Harassment/Discrimination in the DoD Community: Constructed from Q45a-n, Q47a-n, Q47s, Q47v-w, and Q49. Member Incident - DoD reflects whether members indicated that they personally experienced race/ethnicity-related insensitivity, threats, actual harm, or discrimination from another military member or a DoD civilian.

	Percent Responding		Percentages	Max ME	Member Incident - DoD
			Incident Rate		
TOTAL	100	±0	10	±1	
TOTAL DOD	100	±0	10	±1	
Army	100	±0	12	±2	
Navy	100	±0	11	±1	
Marine Corps	100	±0	7	±2	
Air Force	100	±0	8	±1	
COAST GUARD	100	±0	7	±2	
PAYGRADE					
Enlisted	100	±0	7	±2	
E1 – E4	100	±0	8	±4	
E5 – E9	100	±0	6	±3	
Officers	100	±0	6	±3	
O1 – O3	100	±0	7	±5	
O4 – O6	100	±0	4	±6	
RACE/ETHNICITY					
White	100	±0	4	±2	
Total Minority	100	±0	16	±4	
Black	100	±0	20	±6	
Hispanic	100	±0	17	±5	
Other Race/Ethnicity	100	±0	10	±9	

Note. Percent responding are Service members who answered the question. Incident rates indicate the percentage of members who experienced at least one of the behaviors during the 12 months prior to responding to the survey AND who indicated they considered at least some of the behaviors experienced to be race/ethnic harassment/discrimination. Cronbach's coefficient alpha = 0.88. DoD Services are included only in Total and Total DoD categories.

49. **Offensive Encounters With Military Personnel, DoD/Service Employees and/or Contractors:** Constructed from Q45a-j and Q49. Offensive Encounters reflects whether members indicated they experienced situations in which other DoD personnel engaged in racially/ethnically insensitive behavior that caused them discomfort or was insulting.

	Percent Responding		Percentages	Max ME	Offensive Encounters - DoD
			Incident Rate		
TOTAL	100	±0	10	±1	
TOTAL DOD	100	±0	10	±1	
Army	100	±0	12	±2	
Navy	100	±0	11	±1	
Marine Corps	100	±0	7	±2	
Air Force	100	±0	7	±1	
COAST GUARD	100	±0	6	±2	
PAYGRADE					
Enlisted	100	±0	7	±2	
E1 – E4	100	±0	8	±4	
E5 – E9	100	±0	5	±3	
Officers	100	±0	5	±3	
O1 – O3	100	±0	6	±5	
O4 – O6	100	±0	4	±6	
RACE/ETHNICITY					
White	100	±0	4	±2	
Total Minority	100	±0	15	±4	
Black	100	±0	19	±6	
Hispanic	100	±0	16	±5	
Other Race/Ethnicity	100	±0	10	±9	

Note. Percent responding are Service members who answered the question. Incident rates indicate the percentage of members who experienced at least one of the behaviors during the 12 months prior to responding to the survey AND who indicated they considered at least some of the behaviors experienced to be race/ethnic harassment/discrimination. Cronbach's coefficient alpha = 0.88. DoD Services are included only in Total and Total DoD categories.

49. Harm or Threat of Harm from Military Personnel, DoD/Service Employees and/or Contractors: Constructed from Q45k-n and Q49. Threat/Harm can be defined as perceptions of threat, vandalism, and assault stemming from members' race/ethnicity and caused by DoD personnel.

	Percent Responding		Percentages	Max ME	Threat/Harm - DoD
			Incident Rate		
TOTAL	100	±0	2	±1	
TOTAL DOD	100	±0	2	±1	
Army	100	±0	3	±1	
Navy	100	±0	3	±1	
Marine Corps	100	±0	2	±1	
Air Force	100	±0	1	±1	
COAST GUARD	100	±0	1	±1	
PAYGRADE					
Enlisted	100	±0	1	±1	
E1 – E4	100	±0	1	±1	
E5 – E9	100	±0	1	±2	
Officers	100	±0	0	±1	
O1 – O3	100	±0	1	±2	
O4 – O6	100	±0	NR		
RACE/ETHNICITY					
White	100	±0	0	±0	
Total Minority	100	±0	3	±3	
Black	100	±0	2	±3	
Hispanic	100	±0	3	±3	
Other Race/Ethnicity	100	±0	NR		

Note. Percent responding are Service members who answered the question. Incident rates indicate the percentage of members who experienced at least one of the behaviors during the 12 months prior to responding to the survey AND who indicated they considered at least some of the behaviors experienced to be race/ethnic harassment/discrimination. Cronbach's coefficient alpha = 0.83. DoD Services are included only in Total and Total DoD categories.

NR: Not reportable

49. Assignment/Career Discrimination: Constructed from Q47e, Q47j-n, Q47s, and Q49. Assignment/Career reflects the extent to which members believe an aspect of their current assignment or career progression was hampered because of their race/ethnicity.

	Percent Responding		Percentages	Max ME	Assignment/Career
			Incident Rate		
TOTAL	100	±0	3	±1	
TOTAL DOD	100	±0	3	±1	
Army	100	±0	3	±1	
Navy	100	±0	3	±1	
Marine Corps	100	±0	2	±1	
Air Force	100	±0	2	±1	
COAST GUARD	100	±0	1	±1	
PAYGRADE					
Enlisted	100	±0	1	±1	
E1 – E4	100	±0	1	±1	
E5 – E9	100	±0	1	±2	
Officers	100	±0	1	±1	
O1 – O3	100	±0	1	±2	
O4 – O6	100	±0	0	±1	
RACE/ETHNICITY					
White	100	±0	0	±1	
Total Minority	100	±0	4	±2	
Black	100	±0	7	±5	
Hispanic	100	±0	5	±4	
Other Race/Ethnicity	100	±0	NR		

Note. Percent responding are Service members who answered the question. Incident rates indicate the percentage of members who experienced at least one of the behaviors during the 12 months prior to responding to the survey AND who indicated they considered at least some of the behaviors experienced to be race/ethnic harassment/discrimination. Cronbach's coefficient alpha = 0.79. DoD Services are included only in Total and Total DoD categories.

NR: Not reportable

49. Evaluation Discrimination: Constructed from Q47a-d and Q49. Evaluation reflects members' perceptions that race/ethnicity influenced some aspect of their performance evaluation.

	Percent Responding		Percentages	Max ME	Evaluation
			Incident Rate		
TOTAL	100	±0	3	±1	
TOTAL DOD	100	±0	3	±1	
Army	100	±0	4	±1	
Navy	100	±0	3	±1	
Marine Corps	100	±0	2	±1	
Air Force	100	±0	2	±1	
COAST GUARD	100	±0	1	±1	
PAYGRADE					
Enlisted	100	±0	1	±1	
E1 – E4	100	±0	1	±1	
E5 – E9	100	±0	1	±2	
Officers	100	±0	2	±2	
O1 – O3	100	±0	2	±3	
O4 – O6	100	±0	0	±1	
RACE/ETHNICITY					
White	100	±0	0	±1	
Total Minority	100	±0	4	±2	
Black	100	±0	5	±4	
Hispanic	100	±0	4	±4	
Other Race/Ethnicity	100	±0	2	±5	

Note. Percent responding are Service members who answered the question. Incident rates indicate the percentage of members who experienced at least one of the behaviors during the 12 months prior to responding to the survey AND who indicated they considered at least some of the behaviors experienced to be race/ethnic harassment/discrimination. Cronbach's coefficient alpha = 0.68. DoD Services are included only in Total and Total DoD categories.

49. Training/Test Scores Discrimination: Constructed from Q47f-i and Q49. Training/Test Scores reflects the extent to which members believed their race/ethnicity influenced the availability of training and the assignment of training scores/grades.

	Percent Responding		Percentages	Max ME	Training/Test Scores
			Incident Rate		
TOTAL	100	±0	1	±1	
TOTAL DOD	100	±0	1	±1	
Army	100	±0	1	±1	
Navy	100	±0	1	±1	
Marine Corps	100	±0	0	±1	
Air Force	100	±0	0	±1	
COAST GUARD	100	±0	0	±1	
PAYGRADE					
Enlisted	100	±0	1	±1	
E1 – E4	100	±0	0	±1	
E5 – E9	100	±0	1	±2	
Officers	100	±0	0	±0	
O1 – O3	100	±0	0	±0	
O4 – O6	100	±0	NR		
RACE/ETHNICITY					
White	100	±0	0	±0	
Total Minority	100	±0	2	±3	
Black	100	±0	2	±3	
Hispanic	100	±0	2	±5	
Other Race/Ethnicity	100	±0	NR		

Note. Percent responding are Service members who answered the question. Incident rates indicate the percentage of members who experienced at least one of the behaviors during the 12 months prior to responding to the survey AND who indicated they considered at least some of the behaviors experienced to be race/ethnic harassment/discrimination. Cronbach's coefficient alpha = 0.68. DoD Services are included only in Total and Total DoD categories.

NR: Not reportable



















49. Undue Punishment: Constructed from Q47v-w and Q49. Punishment reflects members' perceptions that race/ethnicity influenced whether and how they were punished.

	Percent Responding		Percentages	Max ME	Punishment
			Incident Rate		
TOTAL	100	±0	1	±1	
TOTAL DOD	100	±0	1	±1	
Army	100	±0	2	±1	
Navy	100	±0	1	±1	
Marine Corps	100	±0	1	±1	
Air Force	100	±0	1	±1	
COAST GUARD	100	±0	1	±1	
PAYGRADE					
Enlisted	100	±0	1	±1	
E1 – E4	100	±0	0	±1	
E5 – E9	100	±0	1	±1	
Officers	100	±0	1	±3	
O1 – O3	100	±0	0	±1	
O4 – O6	100	±0	NR		
RACE/ETHNICITY					
White	100	±0	0	±1	
Total Minority	100	±0	2	±2	
Black	100	±0	3	±3	
Hispanic	100	±0	3	±5	
Other Race/Ethnicity	100	±0	1	±5	

Note. Percent responding are Service members who answered the question. Incident rates indicate the percentage of members who experienced at least one of the behaviors during the 12 months prior to responding to the survey AND who indicated they considered at least some of the behaviors experienced to be race/ethnic harassment/discrimination. Cronbach's coefficient alpha = 0.66. DoD Services are included only in Total and Total DoD categories.



















NR: Not reportable

49. Member Experiences of Harassment/Discrimination in the Civilian Community: Constructed from Q46a-n and Q49.
Member Incident - Community can be defined as members who personally experienced race/ethnicity-related insensitivity, threats, actual harm, or discrimination from civilians in the community near their installation.

	Percent Responding		Percentages	Max ME	Member Incident - Community
			Incident Rate		
TOTAL	100	±0	9	±1	
TOTAL DOD	100	±0	9	±1	
Army	100	±0	10	±1	
Navy	100	±0	9	±1	
Marine Corps	100	±0	7	±2	
Air Force	100	±0	8	±1	
COAST GUARD	100	±0	7	±2	
PAYGRADE					
Enlisted	100	±0	7	±2	
E1 – E4	100	±0	7	±4	
E5 – E9	100	±0	6	±3	
Officers	100	±0	7	±4	
O1 – O3	100	±0	5	±4	
O4 – O6	100	±0	9	±8	
RACE/ETHNICITY					
White	100	±0	4	±2	
Total Minority	100	±0	15	±4	
Black	100	±0	17	±6	
Hispanic	100	±0	15	±5	
Other Race/Ethnicity	100	±0	13	±10	

Note. Percent responding are Service members who answered the question. Incident rates indicate the percentage of members who experienced at least one of the behaviors during the 12 months prior to responding to the survey AND who indicated they considered at least some of the behaviors experienced to be race/ethnic harassment/discrimination. Cronbach's coefficient alpha = 0.90. DoD Services are included only in Total and Total DoD categories.

49. Offensive Encounters With Civilians Around an Installation: Constructed from Q46a-j and Q49. Offensive Encounters - Community can be defined as situations in which members indicated that civilians in the community engaged in racially/ethnically insensitive behavior that caused them discomfort or was insulting.

	Percent Responding		Percentages	Max ME	Offensive Encounters - Community
			Incident Rate		
TOTAL	100	±0	9	±1	
TOTAL DOD	100	±0	9	±1	
Army	100	±0	10	±1	
Navy	100	±0	9	±1	
Marine Corps	100	±0	7	±2	
Air Force	100	±0	8	±1	
COAST GUARD	100	±0	7	±2	
PAYGRADE					
Enlisted	100	±0	7	±2	
E1 – E4	100	±0	7	±4	
E5 – E9	100	±0	6	±3	
Officers	100	±0	7	±4	
O1 – O3	100	±0	5	±4	
O4 – O6	100	±0	8	±8	
RACE/ETHNICITY					
White	100	±0	4	±2	
Total Minority	100	±0	15	±4	
Black	100	±0	17	±6	
Hispanic	100	±0	15	±5	
Other Race/Ethnicity	100	±0	13	±10	

Note. Percent responding are Service members who answered the question. Incident rates indicate the percentage of members who experienced at least one of the behaviors during the 12 months prior to responding to the survey AND who indicated they considered at least some of the behaviors experienced to be race/ethnic harassment/discrimination. Cronbach's coefficient alpha = 0.89. DoD Services are included only in Total and Total DoD categories.

49. Harm or Threat of Harm from Civilians Around an Installation: Constructed from Q46k-n and Q49. Threat/Harm - Community can be defined as perceptions of threat, vandalism, and assault stemming from members' race/ethnicity and caused by a civilian in the community near the installation.

	Percent Responding		Percentages	Max ME	Threat/Harm - Community
			Incident Rate		
TOTAL	100	±0	3	±1	
TOTAL DOD	100	±0	3	±1	
Army	100	±0	3	±1	
Navy	100	±0	3	±1	
Marine Corps	100	±0	2	±1	
Air Force	100	±0	2	±1	
COAST GUARD	100	±0	3	±2	
PAYGRADE					
Enlisted	100	±0	3	±2	
E1 – E4	100	±0	2	±3	
E5 – E9	100	±0	4	±3	
Officers	100	±0	3	±3	
O1 – O3	100	±0	2	±5	
O4 – O6	100	±0	3	±7	
RACE/ETHNICITY					
White	100	±0	2	±2	
Total Minority	100	±0	5	±4	
Black	100	±0	4	±4	
Hispanic	100	±0	5	±4	
Other Race/Ethnicity	100	±0	7	±11	



















Note. Percent responding are Service members who answered the question. Incident rates indicate the percentage of members who experienced at least one of the behaviors during the 12 months prior to responding to the survey AND who indicated they considered at least some of the behaviors experienced to be race/ethnic harassment/discrimination. Cronbach's coefficient alpha = 0.81. DoD Services are included only in Total and Total DoD categories.

49. Member or Family Experiences of Racial/Ethnic Insensitivity, Harassment, or Discrimination: Constructed from Q45o, Q46o, Q47o-r, Q47t, Q47u, Q47x-z, and Q49. Member/Family reflects whether members indicated that either they or their family experienced any of three types of racial/ethnic insensitivity, harassment, or discrimination from DoD personnel or civilians in the local community.

	Percent Responding		Percentages	Max ME	Member/Family Incident
			Incident Rate		
TOTAL	100	±0	7	±1	
TOTAL DOD	100	±0	7	±1	
Army	100	±0	8	±1	
Navy	100	±0	7	±1	
Marine Corps	100	±0	5	±2	
Air Force	100	±0	6	±1	
COAST GUARD	100	±0	5	±2	
PAYGRADE					
Enlisted	100	±0	5	±2	
E1 – E4	100	±0	4	±3	
E5 – E9	100	±0	6	±3	
Officers	100	±0	5	±4	
O1 – O3	100	±0	4	±5	
O4 – O6	100	±0	6	±8	
RACE/ETHNICITY					
White	100	±0	4	±2	
Total Minority	100	±0	11	±4	
Black	100	±0	17	±6	
Hispanic	100	±0	10	±5	
Other Race/Ethnicity	100	±0	9	±10	

Note. Percent responding are Service members who answered the question. Incident rates indicate the percentage of members who experienced at least one of the behaviors during the 12 months prior to responding to the survey AND who indicated they considered at least some of the behaviors experienced to be race/ethnic harassment/discrimination. Cronbach's coefficient alpha = 0.63. DoD Services are included only in Total and Total DoD categories.

49. Discrimination by Service Providers: Constructed from Q47o-r, Q47t, Q47u, and Q49. Member/Family Services reflects whether members believed that they were or their family was treated differently because of their race/ethnicity by local businesses, by civilian or Armed Forces police, or by military medical or support services.

	Percent Responding		Percentages	Max ME	Member/Family Services
			Incident Rate		
TOTAL	100	±0	5	±1	
TOTAL DOD	100	±0	5	±1	
Army	100	±0	6	±1	
Navy	100	±0	6	±1	
Marine Corps	100	±0	4	±2	
Air Force	100	±0	5	±1	
COAST GUARD	100	±0	4	±2	
PAYGRADE					
Enlisted	100	±0	5	±2	
E1 – E4	100	±0	4	±3	
E5 – E9	100	±0	5	±3	
Officers	100	±0	3	±3	
O1 – O3	100	±0	3	±4	
O4 – O6	100	±0	4	±7	
RACE/ETHNICITY					
White	100	±0	3	±2	
Total Minority	100	±0	10	±4	
Black	100	±0	15	±6	
Hispanic	100	±0	9	±5	
Other Race/Ethnicity	100	±0	9	±10	

Note. Percent responding are Service members who answered the question. Incident rates indicate the percentage of members who experienced at least one of the behaviors during the 12 months prior to responding to the survey AND who indicated they considered at least some of the behaviors experienced to be race/ethnic harassment/discrimination. Cronbach's coefficient alpha = 0.69. DoD Services are included only in Total and Total DoD categories.

49. Safety Concerns: Constructed from Q47x-z and Q49. Member/Family Fears reflects whether members indicated that either they or their family were afraid to be on or off the installation because of gang activity or for other reasons.

	Percent Responding		Percentages	Max ME	Member/Family Fears
			Incident Rate		
TOTAL	100	±0	1	±1	
TOTAL DOD	100	±0	1	±1	
Army	100	±0	1	±1	
Navy	100	±0	1	±1	
Marine Corps	100	±0	0	±1	
Air Force	100	±0	1	±1	
COAST GUARD	100	±0	1	±1	
PAYGRADE					
Enlisted	100	±0	1	±1	
E1 – E4	100	±0	0	±1	
E5 – E9	100	±0	1	±2	
Officers	100	±0	0	±3	
O1 – O3	100	±0	0	±0	
O4 – O6	100	±0	1	±7	
RACE/ETHNICITY					
White	100	±0	0	±1	
Total Minority	100	±0	2	±4	
Black	100	±0	1	±3	
Hispanic	100	±0	2	±5	
Other Race/Ethnicity	100	±0	NR		

Note. Percent responding are Service members who answered the question. Incident rates indicate the percentage of members who experienced at least one of the behaviors during the 12 months prior to responding to the survey AND who indicated they considered at least some of the behaviors experienced to be race/ethnic harassment/discrimination. Cronbach's coefficient alpha = 0.77. DoD Services are included only in Total and Total DoD categories.

NR: Not reportable

49. Other Racial/Ethnic-Related Experiences: Constructed from Q45o, Q46o, Q48, and Q49. Member/Family Miscellaneous reflects whether members indicated that they or their family had any other race/ethnic-related experiences involving DoD personnel or civilians in the local community.

	Percent Responding		Percentages	Max ME	Member/Family Miscellaneous
			Incident Rate		
TOTAL	100	±0	6	±1	
TOTAL DOD	100	±0	6	±1	
Army	100	±0	7	±1	
Navy	100	±0	6	±1	
Marine Corps	100	±0	4	±2	
Air Force	100	±0	5	±1	
COAST GUARD	100	±0	5	±2	
PAYGRADE					
Enlisted	100	±0	5	±2	
E1 – E4	100	±0	4	±3	
E5 – E9	100	±0	5	±3	
Officers	100	±0	5	±4	
O1 – O3	100	±0	3	±4	
O4 – O6	100	±0	6	±8	
RACE/ETHNICITY					
White	100	±0	3	±2	
Total Minority	100	±0	10	±4	
Black	100	±0	10	±5	
Hispanic	100	±0	9	±5	
Other Race/Ethnicity	100	±0	11	±10	

Note. Percent responding are Service members who answered the question. Incident rates indicate the percentage of members who experienced at least one of the behaviors during the 12 months prior to responding to the survey AND who indicated they considered at least some of the behaviors experienced to be race/ethnic harassment/discrimination. Cronbach's coefficient alpha = 0.55. DoD Services are included only in Total and Total DoD categories.

49. Combinations of Race/Ethnic-Related Harassment and Discrimination Behaviors: Constructed from Q45a-o, Q46a-o, Q47a-z, and Q49.

- | | | |
|---|--|---|
| 1. Member Experiences of Harassment/Discrimination in the DoD Community (Single Category) | 2. Member Experiences of Harassment/Discrimination in the Civilian Community (Single Category) | 3. Member or Family Experiences of Racial/Ethnic Insensitivity, Harassment, or Discrimination (Single Category) |
| 4. Combination of Member/DoD and Member/Community | 5. Combination of Member/DoD, Member/Community, and Member/Family | 6. Did not experience any racial/ethnic harassment or discrimination |

	Percent Responding		Percentages						Max ME
			1	2	3	4	5	6	
TOTAL	100	±0	1	0	0	3	6	88	±1
TOTAL DOD	100	±0	1	0	0	3	6	88	±1
Army	100	±0	2	0	0	4	7	86	±2
Navy	100	±0	1	0	0	3	7	88	±1
Marine Corps	100	±0	0	1	0	3	4	91	±2
Air Force	100	±0	1	1	1	2	6	90	±1
COAST GUARD	100	±0	1	0	0	2	5	92	±2
PAYGRADE									
Enlisted	100	±0	1	0	1	2	5	92	±3
E1 – E4	100	±0	1	0	1	4	4	91	±4
E5 – E9	100	±0	0	0	0	1	6	92	±3
Officers	100	±0	0	1	0	2	5	92	±4
O1 – O3	100	±0	1	0	0	2	4	93	±5
O4 – O6	100	±0	NR	3	NR	1	6	91	±8
RACE/ETHNICITY									
White	100	±0	1	0	0	1	3	94	±3
Total Minority	100	±0	1	1	0	5	11	82	±4
Black	100	±0	2	1	1	4	16	76	±7
Hispanic	100	±0	1	0	0	7	10	82	±5
Other Race/Ethnicity	100	±0	NR	1	1	4	9	86	±10

Note. Percent responding are Service members who answered the question. For Service members who experienced behaviors, percentages represent members who experienced at least one of the behaviors during the 12 months prior to responding to the survey AND who indicated they considered at least some of the behaviors experienced to be race/ethnic harassment/discrimination. DoD Services are included only in Total and Total DoD categories.











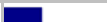



NR: Not reportable

50. Do you think that DoD and your Service have a responsibility to prevent the racial/ethnic harassment or discrimination which you marked as happening to you or your family?

1. Yes, all of it

2. Yes, some of it

3. No

	Percent Responding		Percentages			Max ME	Percentage Reporting Yes		
			1	2	3				
TOTAL	12	±1	22	45	33	±3	67.0	±3.0	
TOTAL DOD	12	±1	22	45	32	±3	68.0	±3.0	
Army	14	±2	25	49	27	±5	73.0	±4.0	
Navy	12	±1	23	46	31	±5	69.0	±4.0	
Marine Corps	9	±2	22	42	36	±11	64.0	±10.0	
Air Force	10	±1	18	39	43	±5	57.0	±5.0	
COAST GUARD	8	±2	14	29	57	±10	43.0	±10.0	
PAYGRADE									
Enlisted	8	±2	14	31	55	±12	45.0	±12.0	
E1 – E4	9	±4	12	22	67	±16	33.0	±16.0	
E5 – E9	8	±3	15	39	46	±15	54.0	±15.0	
Officers	8	±3	NR	20	NR	±15	NR		
O1 – O3	7	±4	NR	NR	NR		NR		
O4 – O6	9	±6	NR	NR	NR		NR		
RACE/ETHNICITY									
White	6	±2	NR	20	75	±17	25.0	±17.0	
Total Minority	19	±4	25	39	37	±10	63.0	±10.0	
Black	24	±6	21	37	43	±13	57.0	±13.0	
Hispanic	18	±5	34	42	23	±14	77.0	±12.0	
Other Race/Ethnicity	15	±8	NR	NR	NR		NR		

Note. Percent responding are Service members who answered the question, who had experienced race/ethnic-related behaviors (Q45/Q46/Q47/Q48), and who considered the behaviors to be racial/ethnic harassment and/or discrimination (Q49). DoD Services are included only in Total and Total DoD categories.

NR: Not reportable

51. Which of the following best describe(s) the situation that during the past 12 months has bothered you most?

- a. Offensive encounters with military personnel, DoD/Service employees and/or contractors (for example, your exposure to offensive race/ethnic-related speech, pictures/printed material, non-verbal looks, or dress)

	Percent Responding		Percentages	Max ME	Percentage Reporting Yes
			Yes		
TOTAL	68	±1	11	±1	
TOTAL DOD	68	±1	11	±1	
Army	69	±2	13	±2	
Navy	72	±2	12	±2	
Marine Corps	69	±3	10	±3	
Air Force	63	±2	8	±1	
COAST GUARD	69	±4	7	±2	
PAYGRADE					
Enlisted	71	±4	7	±3	
E1 – E4	74	±6	8	±5	
E5 – E9	69	±5	7	±3	
Officers	63	±7	7	±5	
O1 – O3	60	±10	10	±10	
O4 – O6	70	±10	4	±8	
RACE/ETHNICITY					
White	67	±4	6	±3	
Total Minority	78	±5	11	±3	
Black	79	±6	18	±7	
Hispanic	77	±7	12	±5	
Other Race/Ethnicity	78	±9	4	±5	

Note. Percent responding are Service members who answered the question and who had experienced race/ethnic-related behaviors (Q45/Q46/Q47/Q48). DoD Services are included only in Total and Total DoD categories.

51. Which of the following best describe(s) the situation that during the past 12 months has bothered you most?

- b. Offensive encounters with civilians around your installation (for example, your exposure to offensive race/ethnic-related speech, pictures/printed material, non-verbal looks, or dress)

	Percent Responding		Percentages	Max ME	Percentage Reporting Yes
			Yes		
TOTAL	68	±1	14	±1	
TOTAL DOD	68	±1	14	±1	
Army	69	±2	15	±2	
Navy	72	±2	13	±2	
Marine Corps	69	±3	13	±3	
Air Force	63	±2	13	±2	
COAST GUARD	69	±3	13	±3	
PAYGRADE					
Enlisted	71	±4	12	±4	
E1 – E4	74	±6	10	±6	
E5 – E9	69	±5	14	±5	
Officers	63	±7	18	±7	
O1 – O3	59	±10	16	±12	
O4 – O6	70	±10	20	±12	
RACE/ETHNICITY					
White	67	±4	13	±4	
Total Minority	78	±5	15	±4	
Black	79	±6	18	±7	
Hispanic	76	±7	14	±6	
Other Race/Ethnicity	78	±9	13	±11	

Note. Percent responding are Service members who answered the question and who had experienced race/ethnic-related behaviors (Q45/Q46/Q47/Q48). DoD Services are included only in Total and Total DoD categories.

51. Which of the following best describe(s) the situation that during the past 12 months has bothered you most?

- c. Harm or threat of harm from military personnel, DoD/Service employees and/or contractors (for example, your experience(s) of race/ethnic-related threats, intimidation, vandalism, or physical assault)

	Percent Responding		Percentages	Max ME	Percentage Reporting Yes
			Yes		
TOTAL	68	±1	3	±1	
TOTAL DOD	68	±1	3	±1	
Army	69	±2	3	±1	
Navy	72	±2	3	±1	
Marine Corps	69	±3	4	±3	
Air Force	62	±2	2	±1	
COAST GUARD	69	±4	1	±2	
PAYGRADE					
Enlisted	71	±4	2	±2	
E1 – E4	73	±6	2	±4	
E5 – E9	69	±5	1	±2	
Officers	62	±7	1	±5	
O1 – O3	59	±10	NR		
O4 – O6	70	±10	NR		
RACE/ETHNICITY					
White	67	±4	2	±2	
Total Minority	77	±5	0	±1	
Black	79	±6	1	±3	
Hispanic	76	±7	0	±2	
Other Race/Ethnicity	78	±9	NR		

Note. Percent responding are Service members who answered the question and who had experienced race/ethnic-related behaviors (Q45/Q46/Q47/Q48). DoD Services are included only in Total and Total DoD categories.

NR: Not reportable

51. Which of the following best describe(s) the situation that during the past 12 months has bothered you most?

- d. Harm or threat of harm from civilians around your installation (for example, your experience(s) of race/ethnic-related threats, intimidation, vandalism, or physical assault)

	Percent Responding		Percentages	Max ME	Percentage Reporting Yes
			Yes		
TOTAL	68	±1	5	±1	<div></div>
TOTAL DOD	68	±1	5	±1	<div></div>
Army	69	±2	6	±1	<div></div>
Navy	72	±2	5	±1	<div></div>
Marine Corps	68	±3	4	±2	<div></div>
Air Force	63	±2	5	±1	<div></div>
COAST GUARD	69	±4	5	±3	<div></div>
PAYGRADE					
Enlisted	71	±4	5	±3	<div></div>
E1 – E4	73	±6	6	±6	<div></div>
E5 – E9	69	±5	5	±3	<div></div>
Officers	63	±7	6	±5	<div></div>
O1 – O3	59	±10	6	±9	<div></div>
O4 – O6	70	±10	5	±9	<div></div>
RACE/ETHNICITY					
White	67	±4	5	±3	<div></div>
Total Minority	78	±5	5	±4	<div></div>
Black	79	±6	3	±4	<div></div>
Hispanic	76	±7	8	±8	<div></div>
Other Race/Ethnicity	78	±9	2	±7	<div></div>

Note. Percent responding are Service members who answered the question and who had experienced race/ethnic-related behaviors (Q45/Q46/Q47/Q48). DoD Services are included only in Total and Total DoD categories.



















51. Which of the following best describe(s) the situation that during the past 12 months has bothered you most?

- e. Assignment/career discrimination (for example, your experience(s) of racial/ethnic discrimination in assignments, daily tasks, availability of mentorship, access to information about career opportunities or promotion potential)

	Percent Responding		Percentages	Max ME	Percentage Reporting Yes
			Yes		
TOTAL	68	±1	7	±1	
TOTAL DOD	68	±1	8	±1	
Army	69	±2	10	±2	
Navy	72	±2	8	±1	
Marine Corps	69	±3	5	±3	
Air Force	63	±2	5	±1	
COAST GUARD	69	±4	4	±2	
PAYGRADE					
Enlisted	71	±4	3	±2	
E1 – E4	73	±6	3	±4	
E5 – E9	69	±5	3	±3	
Officers	62	±7	6	±6	
O1 – O3	59	±10	10	±11	
O4 – O6	70	±10	0	±2	
RACE/ETHNICITY					
White	67	±4	3	±3	
Total Minority	78	±5	7	±3	
Black	80	±6	9	±5	
Hispanic	77	±7	8	±5	
Other Race/Ethnicity	78	±9	4	±10	

Note. Percent responding are Service members who answered the question and who had experienced race/ethnic-related behaviors (Q45/Q46/Q47/Q48). DoD Services are included only in Total and Total DoD categories.

51. Which of the following best describe(s) the situation that during the past 12 months has bothered you most?
- f. Evaluation discrimination (for example, your experience(s) of race/ethnic-motivated negative evaluations, differences in performance standards, and distribution of awards/decorations)

	Percent Responding		Percentages	Max ME	Percentage Reporting Yes
			Yes		
TOTAL	67	±1	8	±1	
TOTAL DOD	67	±1	8	±1	
Army	68	±2	10	±2	
Navy	71	±2	9	±2	
Marine Corps	68	±3	6	±3	
Air Force	62	±2	5	±1	
COAST GUARD	69	±4	4	±2	
PAYGRADE					
Enlisted	70	±4	4	±2	
E1 – E4	72	±6	4	±4	
E5 – E9	69	±5	4	±3	
Officers	62	±7	4	±4	
O1 – O3	59	±10	6	±7	
O4 – O6	70	±10	0	±2	
RACE/ETHNICITY					
White	67	±4	2	±2	
Total Minority	77	±5	10	±4	
Black	79	±6	15	±6	
Hispanic	76	±7	9	±5	
Other Race/Ethnicity	75	±10	6	±10	

Note. Percent responding are Service members who answered the question and who had experienced race/ethnic-related behaviors (Q45/Q46/Q47/Q48). DoD Services are included only in Total and Total DoD categories.

51. Which of the following best describe(s) the situation that during the past 12 months has bothered you most?
- g. Undue punishment (for example, your experience(s) of nonjudicial punishment, or additional punishment(s) because of your race/ethnicity)

	Percent Responding		Percentages	Max	Percentage
			Yes	ME	Reporting Yes
TOTAL	68	±1	4	±1	
TOTAL DOD	68	±1	4	±1	
Army	69	±2	5	±1	
Navy	72	±2	3	±1	
Marine Corps	68	±3	4	±3	
Air Force	62	±2	2	±1	
COAST GUARD	69	±3	2	±2	
PAYGRADE					
Enlisted	71	±4	2	±2	
E1 – E4	74	±6	2	±4	
E5 – E9	69	±5	2	±2	
Officers	62	±7	0	±1	
O1 – O3	58	±10	1	±2	
O4 – O6	70	±10	NR		
RACE/ETHNICITY					
White	67	±4	1	±2	
Total Minority	77	±5	3	±2	
Black	79	±6	5	±5	
Hispanic	76	±7	2	±3	
Other Race/Ethnicity	78	±9	1	±4	

Note. Percent responding are Service members who answered the question and who had experienced race/ethnic-related behaviors (Q45/Q46/Q47/Q48). DoD Services are included only in Total and Total DoD categories.

NR: Not reportable

51. Which of the following best describe(s) the situation that during the past 12 months has bothered you most?

h. Training/testing discrimination (for example, your experience(s) of unfair training scores, and/or lack of access to schools/training because of your race/ethnicity)

	Percent Responding		Percentages	Max ME	Percentage Reporting Yes
			Yes		
TOTAL	68	±1	3	±1	
TOTAL DOD	68	±1	3	±1	
Army	69	±2	4	±1	
Navy	72	±2	3	±1	
Marine Corps	69	±3	2	±2	
Air Force	62	±2	2	±1	
COAST GUARD	69	±4	2	±2	
PAYGRADE					
Enlisted	71	±4	2	±2	
E1 – E4	73	±6	3	±5	
E5 – E9	69	±5	2	±3	
Officers	62	±7	2	±6	
O1 – O3	59	±10	NR		
O4 – O6	69	±10	NR		
RACE/ETHNICITY					
White	67	±4	2	±3	
Total Minority	77	±5	2	±3	
Black	78	±6	2	±5	
Hispanic	76	±7	2	±3	
Other Race/Ethnicity	77	±10	NR		

Note. Percent responding are Service members who answered the question and who had experienced race/ethnic-related behaviors (Q45/Q46/Q47/Q48). DoD Services are included only in Total and Total DoD categories.

NR: Not reportable

51. Which of the following best describe(s) the situation that during the past 12 months has bothered you most?

- i. Discrimination by service providers (for example, your or your family's experience(s) of race/ethnic-motivated poorer customer service in civilian/military stores, lack of access to non-governmental housing, and scrutiny from civilian/military police)

	Percent Responding		Percentages	Max	Percentage
			Yes	ME	Reporting Yes
TOTAL	68	±1	5	±1	
TOTAL DOD	68	±1	5	±1	
Army	69	±2	5	±1	
Navy	72	±2	5	±1	
Marine Corps	68	±3	4	±3	
Air Force	62	±2	4	±1	
COAST GUARD	69	±4	3	±2	
PAYGRADE					
Enlisted	71	±4	4	±3	
E1 – E4	73	±6	5	±5	
E5 – E9	69	±5	3	±3	
Officers	63	±7	1	±3	
O1 – O3	59	±10	1	±2	
O4 – O6	70	±10	2	±8	
RACE/ETHNICITY					
White	67	±4	3	±3	
Total Minority	76	±5	5	±3	
Black	79	±6	6	±5	
Hispanic	74	±8	6	±5	
Other Race/Ethnicity	78	±9	2	±8	

Note. Percent responding are Service members who answered the question and who had experienced race/ethnic-related behaviors (Q45/Q46/Q47/Q48). DoD Services are included only in Total and Total DoD categories.

51. Which of the following best describe(s) the situation that during the past 12 months has bothered you most?

- j. Safety concerns (for example, your or your family's safety fears on- or off-installation of gang activity or safety fears motivated by other reasons)

	Percent Responding		Percentages	Max ME	Percentage Reporting Yes
			Yes		
TOTAL	68	±1	5	±1	<div></div>
TOTAL DOD	68	±1	5	±1	<div></div>
Army	69	±2	6	±1	<div></div>
Navy	72	±2	5	±1	<div></div>
Marine Corps	68	±3	4	±2	<div></div>
Air Force	62	±2	5	±1	<div></div>
COAST GUARD	69	±4	5	±3	<div></div>
PAYGRADE					
Enlisted	71	±4	5	±3	<div></div>
E1 – E4	73	±6	4	±5	<div></div>
E5 – E9	69	±5	5	±4	<div></div>
Officers	63	±7	6	±5	<div></div>
O1 – O3	59	±10	5	±9	<div></div>
O4 – O6	70	±10	6	±10	<div></div>
RACE/ETHNICITY					
White	67	±4	5	±3	<div></div>
Total Minority	77	±5	6	±4	<div></div>
Black	79	±6	4	±4	<div></div>
Hispanic	76	±7	5	±7	<div></div>
Other Race/Ethnicity	77	±9	8	±10	<div></div>

Note. Percent responding are Service members who answered the question and who had experienced race/ethnic-related behaviors (Q45/Q46/Q47/Q48). DoD Services are included only in Total and Total DoD categories.

51. Which of the following best describe(s) the situation that during the past 12 months has bothered you most?

- k. Other race/ethnic-related experiences (for example, any other ways in which you or your family have been bothered/hurt by military personnel, DoD/Service employees and/or contractors, and/or civilians around your installation)

	Percent Responding		Percentages	Max ME	Percentage Reporting Yes
			Yes		
TOTAL	68	±1	4	±1	
TOTAL DOD	68	±1	4	±1	
Army	69	±2	5	±1	
Navy	72	±2	4	±1	
Marine Corps	68	±3	3	±2	
Air Force	62	±2	4	±1	
COAST GUARD	69	±3	3	±2	
PAYGRADE					
Enlisted	71	±4	4	±3	
E1 – E4	73	±6	3	±5	
E5 – E9	69	±5	4	±3	
Officers	63	±7	3	±4	
O1 – O3	59	±10	5	±8	
O4 – O6	70	±10	NR		
RACE/ETHNICITY					
White	67	±4	3	±3	
Total Minority	77	±5	4	±3	
Black	78	±6	4	±4	
Hispanic	76	±7	5	±5	
Other Race/Ethnicity	77	±10	4	±7	

Note. Percent responding are Service members who answered the question and who had experienced race/ethnic-related behaviors (Q45/Q46/Q47/Q48). DoD Services are included only in Total and Total DoD categories.

NR: Not reportable

52. Would you say that you and/or your family experienced racial/ethnic harassment or discrimination in what you said happened in the situation that bothered you most?

1. Yes, racial/ethnic harassment 2. Yes, racial/ethnic discrimination 3. Yes, both racial/ethnic harassment and discrimination
4. No, neither racial/ethnic discrimination nor harassment

	Percent Responding		Percentages				Max ME	Percentage Experiencing Harassment/Discrimination		
			1	2	3	4				
TOTAL	68	±1	6	9	4	81	±1	19.0	±1.0	
TOTAL DOD	68	±1	6	9	4	81	±1	19.0	±1.0	
Army	69	±2	6	11	5	78	±2	22.0	±2.0	
Navy	73	±2	5	9	4	81	±2	19.0	±2.0	
Marine Corps	69	±3	4	7	2	86	±3	14.0	±3.0	
Air Force	63	±2	6	9	4	82	±2	18.0	±2.0	
COAST GUARD	70	±3	6	8	3	83	±3	17.0	±3.0	
PAYGRADE										
Enlisted	71	±4	5	7	3	85	±4	15.0	±4.0	
E1 – E4	73	±6	5	8	2	85	±6	15.0	±6.0	
E5 – E9	69	±5	5	7	4	84	±5	16.0	±5.0	
Officers	65	±7	11	9	3	78	±7	22.0	±7.0	
O1 – O3	62	±10	12	10	1	77	±12	23.0	±12.0	
O4 – O6	72	±10	12	5	NR	81	±12	19.0	±12.0	
RACE/ETHNICITY										
White	68	±4	6	6	2	87	±4	13.0	±4.0	
Total Minority	77	±5	8	13	7	72	±5	28.0	±5.0	
Black	79	±6	6	18	9	67	±8	33.0	±8.0	
Hispanic	76	±7	9	13	8	70	±7	30.0	±7.0	
Other Race/Ethnicity	78	±9	9	8	4	80	±11	20.0	±11.0	

Note. Percent responding are Service members who answered the question and who had experienced race/ethnic-related behaviors (Q45/Q46/Q47/Q48). DoD Services are included only in Total and Total DoD categories.

NR: Not reportable



















53. To what extent was this situation...

a. Annoying?

1. Not at all
4. Large extent

2. Small extent
5. Very large extent

3. Moderate extent

	Percent Responding		Percentages					Max ME	Average Extent		
			1	2	3	4	5				
TOTAL	64	±1	57	12	13	10	8	±2	2.0	±0.1	
TOTAL DOD	64	±1	57	12	13	10	8	±2	2.0	±0.1	
Army	65	±2	55	13	13	10	10	±2	2.1	±0.1	
Navy	68	±2	56	12	13	11	8	±2	2.0	±0.1	
Marine Corps	65	±3	64	11	11	8	6	±4	1.8	±0.1	
Air Force	57	±2	57	13	13	11	7	±2	2.0	±0.1	
COAST GUARD	64	±4	62	11	12	9	6	±4	1.9	±0.2	
PAYGRADE											
Enlisted	65	±4	65	10	11	9	6	±5	1.8	±0.2	
E1 – E4	67	±7	65	10	9	10	6	±8	1.8	±0.2	
E5 – E9	64	±5	64	10	13	7	6	±6	1.8	±0.2	
Officers	57	±7	50	18	15	9	8	±9	2.1	±0.3	
O1 – O3	53	±10	45	16	20	14	5	±14	2.2	±0.4	
O4 – O6	65	±10	58	18	13	2	9	±13	1.9	±0.4	
RACE/ETHNICITY											
White	62	±4	65	11	11	7	5	±5	1.8	±0.2	
Total Minority	69	±5	51	12	14	12	10	±6	2.2	±0.2	
Black	76	±6	48	11	16	14	11	±10	2.3	±0.3	
Hispanic	70	±7	53	10	18	10	9	±8	2.1	±0.3	
Other Race/Ethnicity	64	±11	52	17	6	15	10	±13	2.1	±0.4	

Note. Percent responding are Service members who answered the question and who had experienced race/ethnic-related behaviors (Q45/Q46/Q47/Q48). DoD Services are included only in Total and Total DoD categories.

53. To what extent was this situation...

b. Offensive?

1. Not at all
4. Large extent

2. Small extent
5. Very large extent

3. Moderate extent

	Percent Responding		Percentages					Max ME	Average Extent		
			1	2	3	4	5				
TOTAL	63	±1	63	12	12	8	5	±1	1.8	±0.1	
TOTAL DOD	63	±1	63	12	12	8	5	±2	1.8	±0.1	
Army	64	±2	61	12	12	8	6	±2	1.9	±0.1	
Navy	67	±2	62	13	12	8	5	±2	1.8	±0.1	
Marine Corps	64	±3	69	10	12	5	4	±4	1.6	±0.1	
Air Force	56	±2	64	12	11	8	5	±2	1.8	±0.1	
COAST GUARD	63	±4	68	11	11	5	4	±4	1.7	±0.1	
PAYGRADE											
Enlisted	64	±4	71	10	10	5	4	±5	1.6	±0.1	
E1 – E4	66	±7	72	10	10	5	3	±8	1.6	±0.2	
E5 – E9	63	±5	70	10	10	5	5	±6	1.7	±0.2	
Officers	57	±7	57	16	17	5	4	±9	1.8	±0.2	
O1 – O3	53	±10	58	13	19	7	3	±13	1.8	±0.3	
O4 – O6	66	±10	59	20	12	5	4	±13	1.7	±0.3	
RACE/ETHNICITY											
White	61	±4	72	11	11	4	3	±5	1.6	±0.2	
Total Minority	70	±5	57	12	13	10	8	±6	2.0	±0.2	
Black	75	±6	49	15	15	14	7	±10	2.1	±0.3	
Hispanic	70	±7	58	12	13	8	9	±8	2.0	±0.3	
Other Race/Ethnicity	65	±11	63	9	10	11	6	±13	1.9	±0.4	

Note. Percent responding are Service members who answered the question and who had experienced race/ethnic-related behaviors (Q45/Q46/Q47/Q48). DoD Services are included only in Total and Total DoD categories.

53. To what extent was this situation...

c. Disturbing?

1. Not at all
4. Large extent

2. Small extent
5. Very large extent

3. Moderate extent

	Percent Responding		Percentages					Max ME	Average Extent		
			1	2	3	4	5				
TOTAL	63	±1	64	12	11	7	5	±1	1.8	±0.1	
TOTAL DOD	63	±1	64	12	11	8	5	±1	1.8	±0.1	
Army	64	±2	61	13	11	8	7	±2	1.9	±0.1	
Navy	67	±2	63	11	12	8	6	±2	1.8	±0.1	
Marine Corps	64	±3	70	11	11	5	3	±4	1.6	±0.1	
Air Force	56	±2	65	12	11	7	5	±2	1.8	±0.1	
COAST GUARD	63	±4	71	11	9	6	4	±4	1.6	±0.1	
PAYGRADE											
Enlisted	64	±4	73	11	8	5	4	±5	1.6	±0.1	
E1 – E4	66	±7	76	10	5	5	3	±7	1.5	±0.2	
E5 – E9	63	±5	70	11	9	5	4	±6	1.6	±0.2	
Officers	57	±7	63	11	14	9	4	±9	1.8	±0.2	
O1 – O3	53	±10	64	11	9	11	6	±13	1.8	±0.4	
O4 – O6	65	±10	67	12	15	5	1	±13	1.6	±0.3	
RACE/ETHNICITY											
White	61	±4	74	11	8	4	3	±5	1.5	±0.1	
Total Minority	70	±5	59	10	12	11	8	±6	2.0	±0.2	
Black	75	±6	49	11	20	13	7	±10	2.2	±0.3	
Hispanic	70	±7	63	11	9	9	8	±8	1.9	±0.2	
Other Race/Ethnicity	64	±11	65	9	7	11	8	±13	1.9	±0.4	

Note. Percent responding are Service members who answered the question and who had experienced race/ethnic-related behaviors (Q45/Q46/Q47/Q48). DoD Services are included only in Total and Total DoD categories.

53. To what extent was this situation...

d. Threatening?

1. Not at all
4. Large extent

2. Small extent
5. Very large extent

3. Moderate extent

	Percent Responding		Percentages					Max ME	Average Extent		
			1	2	3	4	5				
TOTAL	63	±1	80	9	6	3	2	±1	1.4	±0.1	
TOTAL DOD	63	±1	80	9	6	3	2	±1	1.4	±0.1	
Army	64	±2	78	10	6	3	2	±2	1.4	±0.1	
Navy	67	±2	80	9	6	3	2	±2	1.4	±0.1	
Marine Corps	64	±3	84	8	5	2	1	±3	1.3	±0.1	
Air Force	56	±2	82	8	6	2	2	±2	1.4	±0.1	
COAST GUARD	63	±4	86	7	3	2	2	±3	1.3	±0.1	
PAYGRADE											
Enlisted	64	±4	87	7	3	2	2	±4	1.2	±0.1	
E1 – E4	66	±7	87	7	3	1	1	±6	1.2	±0.2	
E5 – E9	63	±5	87	7	3	2	2	±5	1.3	±0.1	
Officers	57	±7	82	9	5	1	3	±7	1.3	±0.2	
O1 – O3	52	±10	84	8	3	NR	5	±11	1.3	±0.3	
O4 – O6	65	±10	83	9	7	1	NR	±12	1.3	±0.2	
RACE/ETHNICITY											
White	61	±4	88	6	3	2	1	±4	1.2	±0.1	
Total Minority	69	±5	81	11	3	2	4	±5	1.4	±0.1	
Black	75	±6	77	14	5	2	3	±8	1.4	±0.2	
Hispanic	69	±7	83	8	4	2	4	±7	1.4	±0.2	
Other Race/Ethnicity	64	±11	81	10	1	1	6	±11	1.4	±0.3	

Note. Percent responding are Service members who answered the question and who had experienced race/ethnic-related behaviors (Q45/Q46/Q47/Q48). DoD Services are included only in Total and Total DoD categories.

NR: Not reportable

53. To what extent was this situation...

e. Disillusioning?

1. Not at all
4. Large extent

2. Small extent
5. Very large extent

3. Moderate extent

	Percent Responding		Percentages					Max ME	Average Extent		
			1	2	3	4	5				
TOTAL	63	±1	75	10	8	4	3	±1	1.5	±0.1	
TOTAL DOD	63	±1	75	10	8	4	3	±1	1.5	±0.1	
Army	64	±2	73	11	8	4	4	±2	1.6	±0.1	
Navy	67	±2	75	10	9	4	3	±2	1.5	±0.1	
Marine Corps	64	±3	79	8	8	3	2	±4	1.4	±0.1	
Air Force	56	±2	76	9	7	4	4	±2	1.5	±0.1	
COAST GUARD	63	±4	80	9	5	4	2	±4	1.4	±0.1	
PAYGRADE											
Enlisted	64	±4	81	9	4	4	2	±4	1.4	±0.1	
E1 – E4	66	±7	82	10	2	4	1	±7	1.3	±0.2	
E5 – E9	63	±5	81	8	6	3	2	±5	1.4	±0.1	
Officers	57	±7	75	7	7	6	4	±8	1.6	±0.2	
O1 – O3	51	±10	75	4	4	11	5	±13	1.7	±0.4	
O4 – O6	65	±10	76	14	6	1	NR	±13	1.4	±0.3	
RACE/ETHNICITY											
White	61	±4	83	8	3	3	1	±5	1.3	±0.1	
Total Minority	69	±5	69	10	9	6	5	±5	1.7	±0.2	
Black	75	±6	66	14	10	6	4	±9	1.7	±0.2	
Hispanic	69	±7	69	9	9	6	6	±8	1.7	±0.2	
Other Race/Ethnicity	64	±11	72	7	9	8	4	±13	1.7	±0.3	

Note. Percent responding are Service members who answered the question and who had experienced race/ethnic-related behaviors (Q45/Q46/Q47/Q48). DoD Services are included only in Total and Total DoD categories.

NR: Not reportable

54. Who experienced this situation?

1. Only I experienced it

2. Only members of my family
experienced it

3. Both my family and I experienced it



















	Percent Responding		Percentages			Max ME
			1	2	3	
TOTAL	47	±1	71	8	21	±2
TOTAL DOD	47	±1	71	8	21	±2
Army	50	±2	71	8	20	±2
Navy	50	±2	72	7	21	±2
Marine Corps	47	±3	76	7	17	±4
Air Force	40	±2	68	8	23	±2
COAST GUARD	41	±4	75	7	18	±5
PAYGRADE						
Enlisted	40	±4	77	5	17	±5
E1 – E4	39	±7	82	4	14	±8
E5 – E9	41	±5	74	6	20	±7
Officers	42	±7	64	16	20	±10
O1 – O3	41	±10	74	5	21	±14
O4 – O6	47	±11	60	23	17	±16
RACE/ETHNICITY						
White	38	±4	77	8	15	±6
Total Minority	50	±5	68	7	25	±6
Black	55	±8	61	9	30	±8
Hispanic	51	±7	68	5	27	±9
Other Race/Ethnicity	44	±11	77	8	15	±15

Note. Percent responding are Service members who answered the question and who had experienced race/ethnic-related behaviors (Q45/Q46/Q47/Q48). DoD Services are included only in Total and Total DoD categories.

55. Where and when did this situation occur?**a. At a military installation**1. None of it
4. All of it

2. Some of it

3. Most of it

	Percent Responding		Percentages				Max ME	Degree of Occurrence		
			1	2	3	4				
TOTAL	58	±1	69	12	5	14	±1	1.6	±0.1	
TOTAL DOD	58	±1	69	12	5	14	±2	1.6	±0.1	
Army	60	±2	64	14	6	16	±2	1.8	±0.1	
Navy	63	±2	70	11	5	14	±2	1.6	±0.1	
Marine Corps	60	±3	74	12	4	10	±4	1.5	±0.1	
Air Force	51	±2	74	10	3	13	±2	1.6	±0.1	
COAST GUARD	57	±4	79	9	2	10	±4	1.4	±0.1	
PAYGRADE										
Enlisted	58	±4	79	10	2	9	±5	1.4	±0.1	
E1 – E4	60	±7	78	13	1	9	±8	1.4	±0.2	
E5 – E9	57	±5	80	8	3	9	±5	1.4	±0.1	
Officers	52	±7	78	6	3	13	±8	1.5	±0.2	
O1 – O3	49	±10	73	9	5	14	±14	1.6	±0.3	
O4 – O6	54	±11	83	NR	1	13	±13	1.4	±0.3	
RACE/ETHNICITY										
White	55	±4	83	7	1	9	±5	1.4	±0.1	
Total Minority	66	±5	68	15	6	11	±6	1.6	±0.1	
Black	72	±6	69	14	5	11	±9	1.6	±0.2	
Hispanic	66	±8	65	18	5	12	±8	1.6	±0.2	
Other Race/Ethnicity	60	±11	72	13	7	8	±13	1.5	±0.3	

Note. Percent responding are Service members who answered the question and who had experienced race/ethnic-related behaviors (Q45/Q46/Q47/Q48). DoD Services are included only in Total and Total DoD categories.

NR: Not reportable

55. Where and when did this situation occur?

b. At your military work (the place where you perform your military duties)

1. None of it
4. All of it

2. Some of it

3. Most of it

	Percent Responding		Percentages				Max ME	Degree of Occurrence		
			1	2	3	4				
TOTAL	58	±1	76	10	4	10	±1	1.5	±0.1	
TOTAL DOD	58	±1	76	10	4	10	±1	1.5	±0.1	
Army	60	±2	71	12	5	12	±2	1.6	±0.1	
Navy	63	±2	74	10	5	11	±2	1.5	±0.1	
Marine Corps	60	±3	81	9	3	7	±3	1.4	±0.1	
Air Force	51	±2	81	7	3	9	±2	1.4	±0.1	
COAST GUARD	57	±4	81	8	2	9	±4	1.4	±0.1	
PAYGRADE										
Enlisted	58	±4	81	8	2	8	±4	1.4	±0.1	
E1 – E4	60	±7	80	11	2	8	±8	1.4	±0.2	
E5 – E9	57	±5	83	6	3	8	±5	1.4	±0.1	
Officers	52	±7	79	6	3	12	±8	1.5	±0.2	
O1 – O3	49	±10	74	8	6	12	±13	1.6	±0.3	
O4 – O6	54	±11	82	5	1	12	±13	1.4	±0.3	
RACE/ETHNICITY										
White	55	±4	85	6	1	8	±5	1.3	±0.1	
Total Minority	65	±5	70	14	6	11	±6	1.6	±0.1	
Black	71	±6	68	14	6	12	±9	1.6	±0.2	
Hispanic	65	±8	70	15	4	11	±8	1.6	±0.2	
Other Race/Ethnicity	60	±11	71	11	8	9	±13	1.6	±0.3	

Note. Percent responding are Service members who answered the question and who had experienced race/ethnic-related behaviors (Q45/Q46/Q47/Q48). DoD Services are included only in Total and Total DoD categories.



















55. Where and when did this situation occur?

c. During duty hours

1. None of it
4. All of it

2. Some of it

3. Most of it

	Percent Responding		Percentages				Max ME	Degree of Occurrence		
			1	2	3	4				
TOTAL	58	±1	72	11	5	12	±1	1.6	±0.1	
TOTAL DOD	58	±1	72	12	5	12	±1	1.6	±0.1	
Army	60	±2	66	14	6	14	±2	1.7	±0.1	
Navy	62	±2	72	11	5	12	±2	1.6	±0.1	
Marine Corps	60	±3	78	12	3	7	±4	1.4	±0.1	
Air Force	51	±2	77	9	4	11	±2	1.5	±0.1	
COAST GUARD	57	±4	80	7	3	10	±4	1.4	±0.1	
PAYGRADE										
Enlisted	58	±4	81	7	2	9	±4	1.4	±0.1	
E1 – E4	60	±7	80	8	2	10	±8	1.4	±0.2	
E5 – E9	57	±5	82	6	3	9	±5	1.4	±0.1	
Officers	51	±7	76	7	3	14	±8	1.5	±0.2	
O1 – O3	48	±10	73	8	7	12	±13	1.6	±0.3	
O4 – O6	54	±11	74	5	1	20	±14	1.7	±0.4	
RACE/ETHNICITY										
White	55	±4	83	6	1	10	±5	1.4	±0.1	
Total Minority	65	±5	72	11	6	12	±6	1.6	±0.2	
Black	72	±6	70	13	6	12	±9	1.6	±0.2	
Hispanic	65	±8	73	9	4	14	±7	1.6	±0.2	
Other Race/Ethnicity	58	±11	72	11	9	9	±14	1.5	±0.3	

Note. Percent responding are Service members who answered the question and who had experienced race/ethnic-related behaviors (Q45/Q46/Q47/Q48). DoD Services are included only in Total and Total DoD categories.



















55. Where and when did this situation occur?

d. In a work environment where members of your racial/ethnic background are uncommon

1. None of it
4. All of it

2. Some of it

3. Most of it

	Percent Responding		Percentages				Max ME	Degree of Occurrence		
			1	2	3	4				
TOTAL	58	±1	85	8	3	4	±1	1.3	±0.1	
TOTAL DOD	58	±1	85	8	3	4	±1	1.3	±0.1	
Army	59	±2	81	10	4	5	±2	1.3	±0.1	
Navy	62	±2	84	9	3	4	±2	1.3	±0.1	
Marine Corps	59	±3	87	7	2	3	±3	1.2	±0.1	
Air Force	51	±2	89	5	2	4	±2	1.2	±0.1	
COAST GUARD	56	±4	88	6	2	4	±3	1.2	±0.1	
PAYGRADE										
Enlisted	57	±4	87	7	2	4	±4	1.2	±0.1	
E1 – E4	59	±7	86	8	1	5	±6	1.2	±0.1	
E5 – E9	56	±5	88	6	3	3	±4	1.2	±0.1	
Officers	51	±7	90	3	4	4	±6	1.2	±0.1	
O1 – O3	48	±10	87	2	5	6	±12	1.3	±0.2	
O4 – O6	54	±11	90	5	3	3	±12	1.2	±0.2	
RACE/ETHNICITY										
White	53	±4	93	5	1	1	±4	1.1	±0.1	
Total Minority	65	±5	71	11	7	11	±6	1.6	±0.2	
Black	72	±6	69	12	8	12	±9	1.6	±0.2	
Hispanic	66	±8	71	11	5	13	±8	1.6	±0.2	
Other Race/Ethnicity	60	±11	72	10	9	9	±14	1.5	±0.3	

Note. Percent responding are Service members who answered the question and who had experienced race/ethnic-related behaviors (Q45/Q46/Q47/Q48). DoD Services are included only in Total and Total DoD categories.



















55. Where and when did this situation occur?

e. While you were deployed

1. None of it
4. All of it

2. Some of it

3. Most of it

	Percent Responding		Percentages				Max ME	Degree of Occurrence		
			1	2	3	4				
TOTAL	57	±1	86	8	3	4	±1	1.2	±0.1	
TOTAL DOD	57	±1	86	8	3	4	±1	1.2	±0.1	
Army	59	±2	82	10	3	5	±2	1.3	±0.1	
Navy	62	±2	82	10	4	4	±2	1.3	±0.1	
Marine Corps	59	±3	88	7	2	3	±3	1.2	±0.1	
Air Force	50	±2	94	4	1	2	±1	1.1	±0.1	
COAST GUARD	55	±4	92	5	2	2	±3	1.1	±0.1	
PAYGRADE										
Enlisted	57	±4	91	5	2	2	±4	1.1	±0.1	
E1 – E4	60	±7	90	6	2	2	±7	1.2	±0.1	
E5 – E9	54	±5	92	5	2	1	±4	1.1	±0.1	
Officers	51	±7	92	5	2	1	±7	1.1	±0.1	
O1 – O3	49	±10	88	7	NR	1	±13	1.2	±0.2	
O4 – O6	52	±11	96	NR	NR	NR	±12	1.1	±0.2	
RACE/ETHNICITY										
White	53	±4	92	4	2	2	±4	1.1	±0.1	
Total Minority	65	±5	89	7	1	2	±4	1.2	±0.1	
Black	71	±6	88	9	1	2	±7	1.2	±0.1	
Hispanic	66	±8	91	5	2	2	±5	1.2	±0.1	
Other Race/Ethnicity	60	±11	88	9	1	1	±13	1.2	±0.2	

Note. Percent responding are Service members who answered the question and who had experienced race/ethnic-related behaviors (Q45/Q46/Q47/Q48). DoD Services are included only in Total and Total DoD categories.

NR: Not reportable

55. Where and when did this situation occur?

f. In the local community around an installation

1. None of it
4. All of it

2. Some of it

3. Most of it

	Percent Responding		Percentages				Max ME	Degree of Occurrence		
			1	2	3	4				
TOTAL	57	±1	65	14	6	15	±2	1.7	±0.1	
TOTAL DOD	57	±1	65	14	6	15	±2	1.7	±0.1	
Army	59	±2	65	16	7	13	±2	1.7	±0.1	
Navy	62	±2	67	14	6	13	±2	1.7	±0.1	
Marine Corps	59	±3	70	13	5	12	±4	1.6	±0.1	
Air Force	50	±2	61	13	6	20	±2	1.9	±0.1	
COAST GUARD	55	±4	64	9	6	21	±5	1.8	±0.2	
PAYGRADE										
Enlisted	56	±4	67	9	6	19	±5	1.8	±0.2	
E1 – E4	57	±7	68	8	4	20	±9	1.7	±0.3	
E5 – E9	55	±5	65	10	7	18	±6	1.8	±0.2	
Officers	52	±7	55	10	4	30	±9	2.1	±0.3	
O1 – O3	49	±10	64	9	3	24	±14	1.9	±0.4	
O4 – O6	54	±11	40	12	7	41	±15	2.5	±0.4	
RACE/ETHNICITY										
White	53	±4	65	8	5	22	±6	1.8	±0.2	
Total Minority	65	±5	63	12	8	17	±6	1.8	±0.2	
Black	71	±6	57	14	8	21	±10	1.9	±0.3	
Hispanic	65	±8	68	12	7	13	±8	1.7	±0.2	
Other Race/Ethnicity	60	±11	60	10	9	21	±13	1.9	±0.3	

Note. Percent responding are Service members who answered the question and who had experienced race/ethnic-related behaviors (Q45/Q46/Q47/Q48). DoD Services are included only in Total and Total DoD categories.

55. Where and when did this situation occur?

g. At your current permanent duty station

1. None of it
4. All of it



















2. Some of it

3. Most of it

	Percent Responding		Percentages				Max ME	Degree of Occurrence		
			1	2	3	4				
TOTAL	58	±1	65	13	5	17	±2	1.7	±0.1	
TOTAL DOD	58	±1	65	13	5	17	±2	1.7	±0.1	
Army	59	±2	61	15	6	19	±3	1.8	±0.1	
Navy	62	±2	67	13	5	16	±2	1.7	±0.1	
Marine Corps	59	±3	71	13	4	12	±4	1.6	±0.1	
Air Force	51	±2	66	10	4	20	±2	1.8	±0.1	
COAST GUARD	56	±4	79	9	2	10	±4	1.4	±0.1	
PAYGRADE										
Enlisted	57	±4	80	10	2	8	±4	1.4	±0.1	
E1 – E4	59	±7	82	11	1	7	±7	1.3	±0.2	
E5 – E9	56	±5	79	9	3	9	±6	1.4	±0.2	
Officers	52	±7	73	6	5	17	±9	1.7	±0.2	
O1 – O3	50	±10	76	4	6	15	±13	1.6	±0.3	
O4 – O6	53	±11	68	8	6	19	±15	1.8	±0.4	
RACE/ETHNICITY										
White	53	±4	82	7	2	9	±5	1.4	±0.1	
Total Minority	65	±5	70	14	4	12	±6	1.6	±0.2	
Black	72	±6	70	11	6	13	±9	1.6	±0.2	
Hispanic	65	±8	69	17	3	11	±8	1.6	±0.2	
Other Race/Ethnicity	60	±11	71	12	5	12	±13	1.6	±0.3	

















Note. Percent responding are Service members who answered the question and who had experienced race/ethnic-related behaviors (Q45/Q46/Q47/Q48). DoD Services are included only in Total and Total DoD categories.

56. Do you know who did it?

	Percent Responding		Percentages	Max ME	Percentage Reporting Yes
			Yes		
TOTAL	53	±1	34	±2	
TOTAL DOD	53	±1	34	±2	
Army	56	±2	37	±3	
Navy	57	±2	34	±2	
Marine Corps	54	±3	31	±4	
Air Force	46	±2	34	±2	
COAST GUARD	49	±4	36	±5	
PAYGRADE					
Enlisted	49	±4	33	±6	
E1 – E4	52	±7	30	±9	
E5 – E9	47	±5	35	±7	
Officers	46	±7	46	±10	
O1 – O3	47	±10	45	±14	
O4 – O6	50	±11	43	±15	
RACE/ETHNICITY					
White	46	±4	31	±6	
Total Minority	58	±5	48	±6	
Black	62	±8	45	±9	
Hispanic	58	±8	50	±9	
Other Race/Ethnicity	53	±11	50	±14	

Note. Percent responding are Service members who answered the question and who had experienced race/ethnic-related behaviors (Q45/Q46/Q47/Q48). DoD Services are included only in Total and Total DoD categories.

57. Did more than one person do it?

	Percent Responding		Percentages	Max ME	Percentage Reporting Yes
			Yes		
TOTAL	18	±1	63	±2	
TOTAL DOD	18	±1	63	±2	
Army	20	±2	63	±4	
Navy	19	±2	64	±4	
Marine Corps	16	±3	60	±8	
Air Force	15	±1	62	±4	
COAST GUARD	17	±3	64	±8	
PAYGRADE					
Enlisted	16	±3	63	±9	
E1 – E4	16	±5	69	±17	
E5 – E9	17	±4	58	±11	
Officers	21	±5	67	±14	
O1 – O3	21	±8	86	±17	
O4 – O6	21	±9	NR		
RACE/ETHNICITY					
White	14	±3	61	±11	
Total Minority	28	±4	69	±8	
Black	28	±6	62	±12	
Hispanic	29	±6	70	±10	
Other Race/Ethnicity	26	±9	NR		

Note: Percent responding are Service members who answered the question, who had experienced race/ethnic-related behaviors (Q45/Q46/Q47/Q48), and who knew the offender (Q56). DoD Services are included only in Total and Total DoD categories.

NR: Not reportable

58. What was the gender of the person(s)?

1. Male

2. Female

3. Some were male and some were female

	Percent Responding		Percentages			Max ME
			1	2	3	
TOTAL	18	±1	62	10	28	±2
TOTAL DOD	18	±1	62	10	28	±2
Army	20	±2	62	10	29	±4
Navy	19	±2	63	9	28	±4
Marine Corps	16	±3	68	5	27	±8
Air Force	15	±1	57	13	30	±4
COAST GUARD	17	±3	65	7	28	±8
PAYGRADE						
Enlisted	16	±3	66	5	29	±9
E1 – E4	16	±5	68	1	31	±17
E5 – E9	17	±4	65	8	27	±11
Officers	21	±5	60	14	27	±14
O1 – O3	21	±8	NR	2	NR	±5
O4 – O6	21	±9	NR	NR	NR	
RACE/ETHNICITY						
White	14	±3	62	6	32	±11
Total Minority	28	±4	69	10	21	±8
Black	28	±6	69	15	16	±11
Hispanic	29	±6	71	10	19	±11
Other Race/Ethnicity	26	±9	NR	NR	NR	

Note. Percent responding are Service members who answered the question, who had experienced race/ethnic-related behaviors (Q45/Q46/Q47/Q48), and who knew the offender (Q56). DoD Services are included only in Total and Total DoD categories.
















NR: Not reportable

59. What was the race/ethnic background of the person(s) who did it?**a. White**

1. Yes

2. No

3. Don't know

	Percent Responding		Percentages			Max ME	Percentage Reporting Yes
			1	2	3		
TOTAL	17	±1	65	31	5	±2	
TOTAL DOD	17	±1	64	31	5	±2	
Army	19	±2	62	33	5	±4	
Navy	18	±2	63	31	6	±4	
Marine Corps	15	±3	62	33	5	±9	
Air Force	15	±1	70	26	3	±4	
COAST GUARD	16	±3	72	23	5	±8	
PAYGRADE							
Enlisted	15	±3	71	25	4	±10	
E1 – E4	16	±5	63	33	NR	±17	
E5 – E9	15	±3	77	19	4	±11	
Officers	19	±5	73	19	8	±15	
O1 – O3	20	±8	NR	NR	NR		
O4 – O6	19	±8	NR	NR	NR		
RACE/ETHNICITY							
White	13	±3	64	31	5	±12	
Total Minority	27	±4	85	10	5	±10	
Black	28	±6	97	3	NR	±7	
Hispanic	28	±6	83	NR	NR	±17	
Other Race/Ethnicity	25	±9	NR	NR	NR		

Note. Percent responding are Service members who answered the question, who had experienced race/ethnic-related behaviors (Q45/Q46/Q47/Q48), and who knew the offender (Q56). DoD Services are included only in Total and Total DoD categories.

NR: Not reportable

59. What was the race/ethnic background of the person(s) who did it?**b. Black or African American**

1. Yes

2. No

3. Don't know

	Percent Responding		Percentages			Max ME	Percentage Reporting Yes
			1	2	3		
TOTAL	16	±1	46	48	6	±3	
TOTAL DOD	16	±1	47	48	5	±3	
Army	18	±2	52	43	5	±4	
Navy	17	±2	46	47	7	±4	
Marine Corps	14	±3	39	54	7	±9	
Air Force	13	±1	42	54	4	±4	
COAST GUARD	15	±3	33	59	8	±9	
PAYGRADE							
Enlisted	14	±3	37	56	7	±10	
E1 – E4	14	±5	31	NR	NR	±17	
E5 – E9	14	±3	40	54	6	±12	
Officers	19	±5	20	69	11	±15	
O1 – O3	17	±7	NR	NR	NR		
O4 – O6	21	±9	NR	NR	NR		
RACE/ETHNICITY							
White	13	±3	37	53	10	±11	
Total Minority	23	±4	24	72	4	±11	
Black	24	±6	10	90	NR	±10	
Hispanic	22	±6	21	74	5	±18	
Other Race/Ethnicity	25	±9	NR	NR	NR		

Note. Percent responding are Service members who answered the question, who had experienced race/ethnic-related behaviors (Q45/Q46/Q47/Q48), and who knew the offender (Q56). DoD Services are included only in Total and Total DoD categories.

NR: Not reportable

59. What was the race/ethnic background of the person(s) who did it?**c. American Indian or Alaska Native**

1. Yes

2. No

3. Don't know

	Percent Responding		Percentages			Max ME	Percentage Reporting Yes
			1	2	3		
TOTAL	15	±1	3	88	9	±2	
TOTAL DOD	15	±1	3	88	9	±2	
Army	16	±2	2	90	8	±3	
Navy	16	±1	3	86	11	±3	
Marine Corps	14	±3	1	86	13	±6	
Air Force	12	±1	4	88	9	±3	
COAST GUARD	14	±3	2	87	11	±8	
PAYGRADE							
Enlisted	13	±3	2	87	11	±9	
E1 – E4	13	±5	NR	85	NR	±18	
E5 – E9	13	±3	1	89	10	±10	
Officers	18	±5	NR	85	12	±16	
O1 – O3	18	±8	NR	NR	NR		
O4 – O6	17	±8	NR	NR	NR		
RACE/ETHNICITY							
White	12	±3	3	84	13	±11	
Total Minority	21	±4	0	92	8	±9	
Black	24	±6	NR	97	3	±8	
Hispanic	21	±6	NR	93	7	±8	
Other Race/Ethnicity	20	±8	NR	NR	NR		

Note. Percent responding are Service members who answered the question, who had experienced race/ethnic-related behaviors (Q45/Q46/Q47/Q48), and who knew the offender (Q56). DoD Services are included only in Total and Total DoD categories.

NR: Not reportable

59. What was the race/ethnic background of the person(s) who did it?**d. Asian (for example, Asian Indian, Chinese, Filipino, Japanese, Korean, or Vietnamese)**

1. Yes

2. No

3. Don't know

	Percent Responding		Percentages			Max ME	Percentage Reporting Yes
			1	2	3		
TOTAL	15	±1	13	79	8	±2	
TOTAL DOD	15	±1	13	79	8	±2	
Army	16	±2	9	85	6	±3	
Navy	16	±2	18	72	10	±4	
Marine Corps	14	±3	12	78	10	±8	
Air Force	13	±1	12	80	8	±4	
COAST GUARD	14	±3	10	80	10	±8	
PAYGRADE							
Enlisted	13	±3	11	80	9	±10	
E1 – E4	14	±5	11	79	NR	±18	
E5 – E9	13	±3	11	80	9	±13	
Officers	19	±5	8	81	11	±15	
O1 – O3	18	±8	NR	NR	NR		
O4 – O6	18	±8	NR	NR	NR		
RACE/ETHNICITY							
White	12	±3	11	78	12	±11	
Total Minority	22	±4	9	85	6	±11	
Black	24	±6	4	94	1	±9	
Hispanic	21	±6	12	82	6	±16	
Other Race/Ethnicity	22	±9	NR	NR	NR		

Note. Percent responding are Service members who answered the question, who had experienced race/ethnic-related behaviors (Q45/Q46/Q47/Q48), and who knew the offender (Q56). DoD Services are included only in Total and Total DoD categories.

NR: Not reportable

59. What was the race/ethnic background of the person(s) who did it?**e. Native Hawaiian or other Pacific Islander (for example, Samoan, Guamanian or Chamorro)**

1. Yes

2. No

3. Don't know

	Percent Responding		Percentages			Max ME	Percentage Reporting Yes
			1	2	3		
TOTAL	15	±1	6	85	9	±2	
TOTAL DOD	15	±1	6	85	9	±2	
Army	16	±2	6	87	7	±3	
Navy	16	±2	7	81	12	±4	
Marine Corps	14	±3	4	85	12	±7	
Air Force	12	±1	5	86	9	±3	
COAST GUARD	14	±3	4	85	11	±8	
PAYGRADE							
Enlisted	13	±3	5	85	10	±10	
E1 – E4	13	±5	NR	NR	NR		
E5 – E9	13	±3	2	89	9	±10	
Officers	18	±5	NR	86	12	±16	
O1 – O3	17	±7	NR	NR	NR		
O4 – O6	18	±8	NR	NR	NR		
RACE/ETHNICITY							
White	12	±3	4	84	12	±11	
Total Minority	21	±4	4	88	7	±10	
Black	24	±6	NR	99	1	±8	
Hispanic	21	±6	NR	86	6	±16	
Other Race/Ethnicity	20	±8	NR	NR	NR		

Note. Percent responding are Service members who answered the question, who had experienced race/ethnic-related behaviors (Q45/Q46/Q47/Q48), and who knew the offender (Q56). DoD Services are included only in Total and Total DoD categories.

NR: Not reportable

59. What was the race/ethnic background of the person(s) who did it?**f. Spanish/Hispanic/Latino**

1. Yes

2. No

3. Don't know

	Percent Responding		Percentages			Max ME	Percentage Reporting Yes
			1	2	3		
TOTAL	15	±1	24	68	8	±3	
TOTAL DOD	15	±1	24	68	8	±3	
Army	17	±2	25	69	6	±4	
Navy	17	±2	23	67	10	±4	
Marine Corps	14	±3	31	59	10	±9	
Air Force	13	±1	19	73	8	±4	
COAST GUARD	14	±3	20	68	12	±9	
PAYGRADE							
Enlisted	13	±3	23	65	12	±10	
E1 – E4	14	±5	NR	NR	NR		
E5 – E9	13	±3	28	63	9	±12	
Officers	19	±5	11	78	11	±15	
O1 – O3	18	±8	NR	NR	NR		
O4 – O6	19	±9	NR	NR	NR		
RACE/ETHNICITY							
White	12	±3	21	66	13	±12	
Total Minority	23	±4	18	73	9	±11	
Black	24	±6	11	86	3	±11	
Hispanic	21	±6	12	77	11	±16	
Other Race/Ethnicity	24	±9	NR	NR	NR		

Note. Percent responding are Service members who answered the question, who had experienced race/ethnic-related behaviors (Q45/Q46/Q47/Q48), and who knew the offender (Q56). DoD Services are included only in Total and Total DoD categories.


















NR: Not reportable

60. Was the person(s) who did it...**a. Your immediate supervisor?**

1. Yes

2. No

3. Don't know

	Percent Responding		Percentages			Max ME	Percentage Reporting Yes
			1	2	3		
TOTAL	18	±1	17	79	3	±2	
TOTAL DOD	18	±1	17	79	3	±2	
Army	20	±2	20	76	4	±4	
Navy	19	±2	17	79	4	±3	
Marine Corps	16	±3	16	80	4	±7	
Air Force	15	±1	13	85	3	±3	
COAST GUARD	17	±3	15	82	3	±7	
PAYGRADE							
Enlisted	16	±3	18	79	3	±8	
E1 – E4	16	±5	21	74	5	±15	
E5 – E9	17	±4	17	82	1	±9	
Officers	21	±5	5	92	NR	±9	
O1 – O3	21	±8	7	86	NR	±17	
O4 – O6	21	±9	1	99	NR	±5	
RACE/ETHNICITY							
White	14	±3	11	87	3	±9	
Total Minority	27	±4	23	74	4	±8	
Black	28	±6	24	72	4	±12	
Hispanic	28	±6	29	66	5	±13	
Other Race/Ethnicity	26	±9	NR	NR	1	±5	

Note. Percent responding are Service members who answered the question, who had experienced race/ethnic-related behaviors (Q45/Q46/Q47/Q48), and who knew the offender (Q56). DoD Services are included only in Total and Total DoD categories.

NR: Not reportable

60. Was the person(s) who did it...

b. Your unit commander?

1. Yes

2. No

3. Don't know

	Percent Responding		Percentages			Max ME	Percentage Reporting Yes
			1	2	3		
TOTAL	18	±1	8	88	4	±2	
TOTAL DOD	18	±1	8	88	4	±2	
Army	20	±2	10	87	4	±3	
Navy	19	±2	7	89	4	±3	
Marine Corps	16	±3	6	88	6	±5	
Air Force	15	±1	6	92	3	±2	
COAST GUARD	17	±3	9	87	4	±6	
PAYGRADE							
Enlisted	16	±3	9	88	3	±7	
E1 – E4	15	±5	6	88	6	±14	
E5 – E9	16	±4	11	88	1	±9	
Officers	21	±5	9	86	6	±13	
O1 – O3	21	±8	NR	NR	NR		
O4 – O6	21	±9	1	99	NR	±5	
RACE/ETHNICITY							
White	14	±3	9	87	4	±9	
Total Minority	26	±4	9	87	4	±7	
Black	27	±6	7	89	4	±11	
Hispanic	26	±6	12	82	6	±13	
Other Race/Ethnicity	26	±9	NR	NR	1	±5	

Note. Percent responding are Service members who answered the question, who had experienced race/ethnic-related behaviors (Q45/Q46/Q47/Q48), and who knew the offender (Q56). DoD Services are included only in Total and Total DoD categories.

NR: Not reportable

60. Was the person(s) who did it...

c. Other military person(s) of higher rank/grade than you?

1. Yes

2. No

3. Don't know

	Percent Responding		Percentages			Max ME	Percentage Reporting Yes
			1	2	3		
TOTAL	18	±1	36	60	4	±2	
TOTAL DOD	18	±1	36	60	4	±2	
Army	20	±2	40	56	4	±4	
Navy	19	±2	37	58	5	±4	
Marine Corps	16	±3	30	65	5	±8	
Air Force	15	±1	30	67	3	±4	
COAST GUARD	17	±3	32	64	4	±8	
PAYGRADE							
Enlisted	16	±3	36	60	4	±9	
E1 – E4	15	±5	44	NR	9	±16	
E5 – E9	16	±4	31	68	1	±10	
Officers	21	±5	19	78	NR	±13	
O1 – O3	21	±8	NR	NR	NR		
O4 – O6	21	±9	NR	NR	NR		
RACE/ETHNICITY							
White	14	±3	26	71	3	±11	
Total Minority	27	±4	42	51	7	±9	
Black	28	±6	43	52	5	±12	
Hispanic	26	±6	40	48	NR	±12	
Other Race/Ethnicity	26	±9	NR	NR	NR		

Note. Percent responding are Service members who answered the question, who had experienced race/ethnic-related behaviors (Q45/Q46/Q47/Q48), and who knew the offender (Q56). DoD Services are included only in Total and Total DoD categories.

NR: Not reportable

60. Was the person(s) who did it...

d. Your military coworker(s)?

1. Yes

2. No

3. Don't know

	Percent Responding		Percentages			Max ME	Percentage Reporting Yes
			1	2	3		
TOTAL	18	±1	37	60	3	±2	
TOTAL DOD	18	±1	37	60	3	±2	
Army	20	±2	36	61	3	±4	
Navy	19	±2	41	56	3	±4	
Marine Corps	16	±3	35	61	4	±8	
Air Force	15	±1	34	64	2	±4	
COAST GUARD	17	±3	33	63	4	±8	
PAYGRADE							
Enlisted	16	±3	38	58	3	±9	
E1 – E4	15	±5	36	59	NR	±16	
E5 – E9	16	±4	39	58	2	±11	
Officers	21	±5	20	75	NR	±14	
O1 – O3	21	±8	NR	NR	NR		
O4 – O6	21	±9	NR	NR	NR		
RACE/ETHNICITY							
White	14	±3	27	69	4	±11	
Total Minority	27	±4	45	51	5	±9	
Black	28	±6	38	59	3	±12	
Hispanic	27	±6	44	47	8	±14	
Other Race/Ethnicity	26	±9	NR	NR	NR		

Note. Percent responding are Service members who answered the question, who had experienced race/ethnic-related behaviors (Q45/Q46/Q47/Q48), and who knew the offender (Q56). DoD Services are included only in Total and Total DoD categories.

NR: Not reportable
















60. Was the person(s) who did it...

e. Your military subordinate(s)?

1. Yes

2. No

3. Don't know

	Percent Responding		Percentages			Max ME	Percentage Reporting Yes
			1	2	3		
TOTAL	18	±1	18	78	4	±2	
TOTAL DOD	18	±1	18	78	4	±2	
Army	20	±2	19	77	4	±4	
Navy	19	±2	22	74	5	±4	
Marine Corps	16	±3	15	78	8	±7	
Air Force	15	±1	12	85	3	±3	
COAST GUARD	16	±3	19	78	3	±7	
PAYGRADE							
Enlisted	15	±3	20	77	3	±9	
E1 – E4	14	±5	17	77	6	±17	
E5 – E9	17	±4	21	77	1	±10	
Officers	21	±5	18	80	NR	±14	
O1 – O3	21	±8	NR	NR	NR		
O4 – O6	21	±9	NR	NR	NR		
RACE/ETHNICITY							
White	14	±3	18	79	3	±10	
Total Minority	27	±4	21	76	4	±9	
Black	28	±6	17	79	4	±11	
Hispanic	27	±6	19	75	5	±12	
Other Race/Ethnicity	26	±9	NR	NR	NR		

Note. Percent responding are Service members who answered the question, who had experienced race/ethnic-related behaviors (Q45/Q46/Q47/Q48), and who knew the offender (Q56). DoD Services are included only in Total and Total DoD categories.

NR: Not reportable
















60. Was the person(s) who did it...

f. Other military person(s)?

1. Yes

2. No

3. Don't know

	Percent Responding		Percentages			Max ME	Percentage Reporting Yes
			1	2	3		
TOTAL	18	±1	40	56	5	±2	
TOTAL DOD	18	±1	40	56	5	±2	
Army	20	±2	40	55	5	±4	
Navy	19	±2	42	54	5	±4	
Marine Corps	16	±3	39	57	5	±8	
Air Force	15	±1	38	58	4	±4	
COAST GUARD	17	±3	32	64	4	±8	
PAYGRADE							
Enlisted	16	±3	34	62	4	±9	
E1 – E4	16	±5	41	54	NR	±16	
E5 – E9	17	±4	29	67	4	±10	
Officers	21	±5	27	70	NR	±14	
O1 – O3	21	±8	NR	NR	NR		
O4 – O6	21	±9	NR	NR	NR		
RACE/ETHNICITY							
White	14	±3	31	65	4	±11	
Total Minority	27	±4	35	61	4	±9	
Black	28	±6	39	61	NR	±12	
Hispanic	28	±6	30	61	9	±13	
Other Race/Ethnicity	26	±9	NR	NR	1	±5	

Note. Percent responding are Service members who answered the question, who had experienced race/ethnic-related behaviors (Q45/Q46/Q47/Q48), and who knew the offender (Q56). DoD Services are included only in Total and Total DoD categories.

NR: Not reportable

60. Was the person(s) who did it...

g. DoD/Service civilian employee(s)?

1. Yes

2. No

3. Don't know

	Percent Responding		Percentages			Max ME	Percentage Reporting Yes
			1	2	3		
TOTAL	18	±1	13	81	6	±2	
TOTAL DOD	18	±1	13	81	6	±2	
Army	20	±2	14	81	6	±3	
Navy	19	±2	13	80	7	±3	
Marine Corps	16	±3	12	80	8	±8	
Air Force	15	±1	13	81	6	±3	
COAST GUARD	17	±3	8	86	6	±6	
PAYGRADE							
Enlisted	16	±3	9	86	5	±7	
E1 – E4	15	±5	7	88	NR	±14	
E5 – E9	17	±4	9	85	5	±9	
Officers	21	±5	7	85	8	±13	
O1 – O3	21	±8	NR	NR	NR		
O4 – O6	21	±9	NR	NR	NR		
RACE/ETHNICITY							
White	14	±3	7	86	7	±9	
Total Minority	27	±4	10	87	3	±7	
Black	27	±6	10	87	NR	±11	
Hispanic	28	±6	12	86	2	±12	
Other Race/Ethnicity	26	±9	NR	NR	4	±10	

Note. Percent responding are Service members who answered the question, who had experienced race/ethnic-related behaviors (Q45/Q46/Q47/Q48), and who knew the offender (Q56). DoD Services are included only in Total and Total DoD categories.

NR: Not reportable

60. Was the person(s) who did it...

h. DoD/Service civilian contractor(s)?

1. Yes

2. No

3. Don't know

	Percent Responding		Percentages			Max ME	Percentage Reporting Yes
			1	2	3		
TOTAL	18	±1	7	87	6	±2	
TOTAL DOD	18	±1	7	87	6	±2	
Army	20	±2	7	87	6	±3	
Navy	19	±2	6	87	7	±3	
Marine Corps	16	±3	7	85	8	±7	
Air Force	15	±1	7	87	6	±3	
COAST GUARD	17	±3	7	88	5	±7	
PAYGRADE							
Enlisted	16	±3	6	89	5	±8	
E1 – E4	15	±5	NR	88	NR	±16	
E5 – E9	17	±4	5	90	5	±9	
Officers	20	±5	8	86	5	±14	
O1 – O3	20	±8	NR	NR	NR		
O4 – O6	21	±9	NR	NR	NR		
RACE/ETHNICITY							
White	14	±3	7	87	6	±9	
Total Minority	27	±4	6	92	2	±8	
Black	27	±6	4	92	4	±11	
Hispanic	28	±6	7	91	2	±13	
Other Race/Ethnicity	26	±9	NR	NR	NR		

Note. Percent responding are Service members who answered the question, who had experienced race/ethnic-related behaviors (Q45/Q46/Q47/Q48), and who knew the offender (Q56). DoD Services are included only in Total and Total DoD categories.

NR: Not reportable

60. Was the person(s) who did it...**i. Person(s) in the local community**

1. Yes

2. No

3. Don't know

	Percent Responding		Percentages			Max ME	Percentage Reporting Yes
			1	2	3		
TOTAL	18	±1	39	57	4	±2	
TOTAL DOD	18	±1	38	57	5	±2	
Army	20	±2	35	61	4	±4	
Navy	19	±2	35	60	5	±4	
Marine Corps	16	±3	42	52	6	±8	
Air Force	15	±1	47	50	4	±4	
COAST GUARD	17	±3	50	47	3	±8	
PAYGRADE							
Enlisted	16	±3	49	49	2	±9	
E1 – E4	15	±5	39	56	NR	±16	
E5 – E9	17	±4	55	44	1	±11	
Officers	20	±5	54	41	5	±14	
O1 – O3	21	±8	NR	NR	NR		
O4 – O6	20	±9	NR	NR	NR		
RACE/ETHNICITY							
White	14	±3	52	45	3	±11	
Total Minority	26	±4	47	50	2	±9	
Black	27	±6	49	51	NR	±12	
Hispanic	28	±6	49	48	3	±12	
Other Race/Ethnicity	23	±9	NR	NR	4	±11	

Note. Percent responding are Service members who answered the question, who had experienced race/ethnic-related behaviors (Q45/Q46/Q47/Q48), and who knew the offender (Q56). DoD Services are included only in Total and Total DoD categories.

NR: Not reportable

60. Organizational Affiliation: Constructed from Q60a-i to show the military/civilian affiliation of the person(s) involved.

1. Military only

2. Both military and civilian

3. Civilian only

	Percent Responding		Percentages			Max ME
			1	2	3	
TOTAL	17	±1	51	19	30	±2
TOTAL DOD	17	±1	51	19	30	±2
Army	19	±2	54	20	26	±4
Navy	18	±2	54	19	27	±4
Marine Corps	15	±3	49	19	33	±9
Air Force	14	±1	43	18	39	±4
COAST GUARD	16	±3	42	16	41	±8
PAYGRADE						
Enlisted	15	±3	45	19	36	±10
E1 – E4	14	±5	NR	15	31	±17
E5 – E9	16	±4	40	21	39	±11
Officers	19	±5	32	10	58	±14
O1 – O3	20	±8	NR	NR	NR	
O4 – O6	19	±8	NR	NR	NR	
RACE/ETHNICITY						
White	14	±3	40	12	48	±11
Total Minority	26	±4	46	26	28	±9
Black	27	±6	45	24	30	±12
Hispanic	27	±6	41	31	28	±14
Other Race/Ethnicity	23	±9	NR	NR	NR	

Note. Percent responding are Service members who answered the question, who had experienced race/ethnic-related behaviors (Q45/Q46/Q47/Q48), and who knew the offender (Q56). DoD Services are included only in Total and Total DoD categories.

NR: Not reportable

61. During the course of the situation you have in mind, how often did the event(s) occur?

1. Once

2. Occasionally

3. Frequently

	Percent Responding		Percentages			Max ME
			1	2	3	
TOTAL	45	±1	62	32	7	±2
TOTAL DOD	46	±1	62	32	7	±2
Army	48	±2	59	33	8	±3
Navy	49	±2	62	32	6	±3
Marine Corps	45	±3	66	29	5	±5
Air Force	39	±2	64	31	6	±2
COAST GUARD	38	±4	62	33	5	±6
PAYGRADE						
Enlisted	38	±4	63	32	5	±6
E1 – E4	39	±7	59	35	6	±11
E5 – E9	37	±5	66	30	4	±7
Officers	41	±7	58	38	3	±10
O1 – O3	42	±10	60	33	7	±16
O4 – O6	43	±11	52	48	NR	±16
RACE/ETHNICITY						
White	35	±4	66	30	4	±7
Total Minority	49	±5	51	42	7	±7
Black	55	±8	53	41	6	±9
Hispanic	49	±7	48	42	10	±12
Other Race/Ethnicity	46	±11	55	42	3	±16

Note. Percent responding are Service members who answered the question and who had experienced race/ethnic-related behaviors (Q45/Q46/Q47/Q48). DoD Services are included only in Total and Total DoD categories.

NR: Not reportable

62. How long did this situation last, or if continuing, how long has it been going on?

1. Less than 1 week 2. 1 week to less than 1 month 3. 1 month to less than 3 months
 4. 3 months to less than 6 months 5. 6 months or more

	Percent Responding		Percentages					Max ME
			1	2	3	4	5	
TOTAL	45	±1	66	5	5	6	19	±2
TOTAL DOD	45	±1	66	5	5	6	19	±2
Army	48	±2	62	6	5	7	21	±3
Navy	48	±2	66	5	5	6	18	±2
Marine Corps	44	±3	72	5	4	5	14	±5
Air Force	39	±2	68	4	4	4	19	±2
COAST GUARD	38	±4	66	3	5	6	20	±5
PAYGRADE								
Enlisted	37	±4	66	3	5	6	19	±6
E1 – E4	37	±7	67	3	4	7	19	±11
E5 – E9	36	±5	66	3	6	6	20	±7
Officers	41	±7	65	4	5	4	22	±10
O1 – O3	40	±10	65	3	NR	6	21	±15
O4 – O6	44	±11	61	6	NR	NR	26	±16
RACE/ETHNICITY								
White	35	±4	69	2	4	4	20	±7
Total Minority	49	±5	58	5	7	10	20	±7
Black	53	±8	61	9	3	9	18	±9
Hispanic	48	±7	53	5	6	10	25	±10
Other Race/Ethnicity	45	±11	64	2	13	NR	13	±16

Note. Percent responding are Service members who answered the question and who had experienced race/ethnic-related behaviors (Q45/Q46/Q47/Q48). DoD Services are included only in Total and Total DoD categories.

NR: Not reportable

63. As a result of the situation, did you... {Subitems a-f}

- a. Try to ignore the behavior? b. Try to avoid the person(s) who bothered you? c. Try to forget it?
- d. Tell the person(s) to stop? e. Ask someone else to speak to the person(s) for you? f. Settle it yourself physically?

	Percent Responding		Percentages						Max ME
			a	b	c	d	e	f	
TOTAL	48	±1	67	56	59	44	24	9	±2
TOTAL DOD	48	±1	67	57	59	44	24	9	±2
Army	51	±2	67	57	60	46	28	11	±3
Navy	52	±2	67	57	60	47	25	9	±2
Marine Corps	48	±3	64	52	55	41	20	11	±5
Air Force	41	±2	68	58	60	38	20	6	±2
COAST GUARD	41	±4	69	49	60	37	20	10	±5
PAYGRADE									
Enlisted	40	±4	68	48	59	37	20	11	±6
E1 – E4	41	±7	74	53	68	37	25	16	±10
E5 – E9	40	±5	64	45	53	37	17	7	±8
Officers	41	±7	73	54	61	36	17	4	±10
O1 – O3	41	±10	73	53	65	42	21	NR	±15
O4 – O6	44	±11	71	62	60	16	9	NR	±16
RACE/ETHNICITY									
White	37	±4	69	48	58	34	18	11	±7
Total Minority	52	±5	69	54	64	44	24	5	±6
Black	54	±8	69	60	63	48	29	9	±9
Hispanic	52	±7	69	53	60	47	24	6	±9
Other Race/Ethnicity	51	±11	69	49	69	34	22	2	±15

Note. Percent responding are Service members who answered the question and who had experienced race/ethnic-related behaviors (Q45/Q46/Q47/Q48). DoD Services are included only in Total and Total DoD categories.

NR: Not reportable

63. As a result of the situation, did you... {Subitems g-k}

g. Act as though it did not bother you?

h. Call a hotline for advice/information
(not to file a complaint)?

i. Request a transfer?



















j. Think about getting out of your
Service?k. Accomplish less than you would like
at work?

	Percent Responding		Percentages					Max ME
			g	h	i	j	k	
TOTAL	48	±1	53	5	7	18	15	±2
TOTAL DOD	48	±1	53	5	7	18	15	±2
Army	51	±2	53	6	9	22	17	±3
Navy	52	±2	53	4	6	17	15	±2
Marine Corps	48	±3	51	5	7	19	14	±5
Air Force	41	±2	53	4	5	13	12	±2
COAST GUARD	41	±4	49	4	4	12	13	±5
PAYGRADE								
Enlisted	40	±4	49	4	5	12	13	±6
E1 – E4	41	±7	58	9	7	18	20	±10
E5 – E9	40	±5	42	1	3	7	8	±7
Officers	41	±7	51	2	2	11	11	±10
O1 – O3	41	±10	61	0	2	15	12	±15
O4 – O6	44	±11	43	NR	NR	NR	6	±16
RACE/ETHNICITY								
White	37	±4	49	4	4	10	12	±7
Total Minority	52	±5	48	3	6	16	14	±6
Black	54	±8	45	3	8	22	19	±9
Hispanic	52	±7	50	3	8	18	15	±9
Other Race/Ethnicity	51	±11	49	NR	NR	8	8	±14

Note. Percent responding are Service members who answered the question and who had experienced race/ethnic-related behaviors (Q45/Q46/Q47/Q48). DoD Services are included only in Total and Total DoD categories.

NR: Not reportable


















64. Did the situation involve only civilians in the local community around an installation?

	Percent Responding		Percentages	Max ME	Percentage Reporting Yes
			Yes		
TOTAL	47	±1	40	±2	
TOTAL DOD	48	±1	40	±2	
Army	50	±2	37	±3	
Navy	51	±2	38	±2	
Marine Corps	47	±3	37	±5	
Air Force	41	±2	49	±2	
COAST GUARD	40	±4	53	±5	
PAYGRADE					
Enlisted	40	±4	50	±6	
E1 – E4	40	±7	51	±10	
E5 – E9	40	±5	49	±8	
Officers	42	±7	62	±10	
O1 – O3	42	±10	53	±15	
O4 – O6	46	±11	66	±15	
RACE/ETHNICITY					
White	37	±4	57	±7	
Total Minority	52	±5	40	±6	
Black	54	±8	48	±9	
Hispanic	52	±7	35	±9	
Other Race/Ethnicity	52	±11	41	±14	

Note. Percent responding are Service members who answered the question and who had experienced race/ethnic-related behaviors (Q45/Q46/Q47/Q48). DoD Services are included only in Total and Total DoD categories.

65. Did you report the situation to any civilian community officials, offices, or courts?

1. Yes, and it made things better 2. Yes, but it made no difference 3. Yes, and it made things worse
 4. Yes, but it is too soon to tell if it will make things better or worse 5. No, I did not report it to a civilian official

	Percent Responding		Percentages					Max ME	Percentage Reporting Yes		
			1	2	3	4	5				
TOTAL	46	±1	3	4	1	1	91	±1	9.0	±1.0	
TOTAL DOD	47	±1	3	4	1	1	91	±1	9.0	±1.0	
Army	49	±2	3	5	1	1	90	±2	10.0	±2.0	
Navy	50	±2	3	4	1	1	91	±2	9.0	±2.0	
Marine Corps	47	±3	2	2	1	1	94	±3	6.0	±3.0	
Air Force	40	±2	2	4	0	1	92	±2	8.0	±2.0	
COAST GUARD	39	±4	1	5	2	1	92	±4	8.0	±4.0	
PAYGRADE											
Enlisted	39	±4	1	5	2	1	91	±4	9.0	±4.0	
E1 – E4	39	±7	2	4	1	0	93	±7	7.0	±7.0	
E5 – E9	38	±5	1	6	2	1	90	±6	10.0	±6.0	
Officers	42	±7	1	5	2	0	92	±7	8.0	±7.0	
O1 – O3	41	±10	NR	7	NR	NR	92	±12	8.0	±12.0	
O4 – O6	45	±11	NR	NR	NR	NR	NR		NR		
RACE/ETHNICITY											
White	36	±4	0	5	2	0	93	±5	7.0	±5.0	
Total Minority	51	±5	3	5	2	1	89	±7	11.0	±6.0	
Black	54	±8	1	5	1	1	92	±6	8.0	±6.0	
Hispanic	52	±7	0	3	NR	1	93	±7	7.0	±7.0	
Other Race/Ethnicity	47	±11	NR	9	NR	NR	80	±18	20.0	±18.0	

Note. Percent responding are Service members who answered the question and who had experienced race/ethnic-related behaviors (Q45/Q46/Q47/Q48). DoD Services are included only in Total and Total DoD categories.



















NR: Not reportable

66. Did you discuss/report this situation to any installation/Service/DoD individuals or organizations?

1. Yes, made a formal report

2. Yes, made an informal report

3. No

	Percent Responding		Percentages			Max ME	Percentage Reporting to DoD		
			1	2	3				
TOTAL	47	±1	2	8	90	±1	10.0	±1.0	
TOTAL DOD	47	±1	2	8	90	±1	10.0	±1.0	
Army	50	±2	3	8	89	±2	11.0	±2.0	
Navy	51	±2	2	9	89	±2	11.0	±2.0	
Marine Corps	47	±3	2	6	92	±3	8.0	±3.0	
Air Force	40	±2	3	7	91	±2	9.0	±2.0	
COAST GUARD	40	±4	2	7	91	±4	9.0	±4.0	
PAYGRADE									
Enlisted	39	±4	1	8	91	±4	9.0	±4.0	
E1 – E4	39	±7	2	9	89	±8	11.0	±8.0	
E5 – E9	39	±5	0	7	92	±5	8.0	±5.0	
Officers	42	±7	4	6	90	±7	10.0	±7.0	
O1 – O3	41	±10	NR	8	88	±12	12.0	±12.0	
O4 – O6	45	±11	NR	4	94	±13	6.0	±13.0	
RACE/ETHNICITY									
White	36	±4	2	6	92	±5	8.0	±5.0	
Total Minority	52	±5	1	10	89	±4	11.0	±4.0	
Black	55	±8	1	11	88	±7	12.0	±7.0	
Hispanic	51	±7	1	14	84	±7	16.0	±7.0	
Other Race/Ethnicity	52	±11	0	3	97	±9	3.0	±8.0	

Note. Percent responding are Service members who answered the question and who had experienced race/ethnic-related behaviors (Q45/Q46/Q47/Q48). DoD Services are included only in Total and Total DoD categories.

NR: Not reportable

66. To whom did you report this situation? Constructed from Q65 and Q66.

1. To both community officials/offices/courts and installation/Service/DoD individuals/organizations
2. Only to installation/Service/DoD individuals or organizations
3. Only to community officials, offices, or courts (for example, local police or a county equal opportunity office)
4. Does not apply, I did not report this situation










	Percent Responding		Percentages				Max ME
			1	2	3	4	
TOTAL	46	±1	4	6	5	85	±1
TOTAL DOD	46	±1	4	6	4	85	±1
Army	48	±2	5	6	5	83	±2
Navy	50	±2	4	7	5	84	±2
Marine Corps	46	±3	4	4	2	90	±3
Air Force	40	±2	4	6	4	86	±2
COAST GUARD	39	±4	3	7	6	85	±4
PAYGRADE							
Enlisted	38	±4	3	7	6	84	±5
E1 – E4	38	±7	3	9	4	84	±9
E5 – E9	38	±5	2	6	8	84	±6
Officers	42	±7	4	6	4	86	±8
O1 – O3	41	±10	NR	6	3	85	±13
O4 – O6	45	±11	NR	4	0	93	±12
RACE/ETHNICITY							
White	36	±4	3	6	5	86	±6
Total Minority	51	±5	3	8	8	80	±6
Black	53	±8	2	10	6	81	±8
Hispanic	51	±7	6	10	2	83	±8
Other Race/Ethnicity	47	±11	NR	4	20	76	±18

Note. Percent responding are Service members who answered the question and who had experienced race/ethnic-related behaviors (Q45/Q46/Q47/Q48). DoD Services are included only in Total and Total DoD categories.

NR: Not reportable

67. Did you report this situation to any of the following installation/Service/DoD individuals or organizations?**a. Your immediate supervisor**

1. Yes, and it made things better 2. Yes, but it made no difference 3. Yes, and it made things worse
 4. Yes, but it is too soon to tell if it will make things better or worse 5. No, I did not report it to this person/office










	Percent Responding		Percentages					Max ME	Percentage Reporting Yes		
			1	2	3	4	5				
TOTAL	5	±1	18	42	7	5	28	±4	72.0	±4.0	
TOTAL DOD	5	±1	18	42	7	5	28	±4	72.0	±4.0	
Army	5	±1	17	43	8	4	27	±7	73.0	±6.0	
Navy	5	±1	17	42	8	4	29	±7	71.0	±6.0	
Marine Corps	4	±1	23	44	2	12	19	±15	81.0	±11.0	
Air Force	4	±1	20	39	5	5	31	±7	69.0	±7.0	
COAST GUARD	4	±2	18	41	3	5	34	±18	66.0	±18.0	
PAYGRADE											
Enlisted	4	±2	18	NR	3	NR	NR	±17	NR		
E1 – E4	4	±3	NR	NR	NR	NR	NR		NR		
E5 – E9	3	±2	NR	NR	5	NR	NR	±10	NR		
Officers	4	±3	NR	NR	NR	5	NR	±12	NR		
O1 – O3	5	±4	NR	NR	NR	NR	NR		NR		
O4 – O6	3	±4	NR	NR	NR	NR	NR		NR		
RACE/ETHNICITY											
White	3	±2	NR	NR	NR	NR	NR		NR		
Total Minority	6	±2	20	37	7	NR	21	±16	79.0	±16.0	
Black	7	±3	NR	NR	NR	NR	NR		NR		
Hispanic	8	±4	NR	NR	NR	NR	12	±16	88.0	±16.0	
Other Race/Ethnicity	2	±3	NR	NR	NR	NR	NR		NR		

Note. Percent responding are Service members who answered the question, who had experienced race/ethnic-related behaviors (Q45/Q46/Q47/Q48), and who reported the situation to a military individual or organization (Q66). DoD Services are included only in Total and Total DoD categories.

NR: Not reportable

67. Did you report this situation to any of the following installation/Service/DoD individuals or organizations?**b. Someone else in your chain-of-command**

1. Yes, and it made things better 2. Yes, but it made no difference 3. Yes, and it made things worse
 4. Yes, but it is too soon to tell if it will make things better or worse 5. No, I did not report it to this person/office









	Percent Responding		Percentages					Max ME	Percentage Reporting Yes		
			1	2	3	4	5				
TOTAL	5	±1	17	38	8	5	31	±4	69.0	±4.0	
TOTAL DOD	5	±1	17	38	9	5	31	±4	69.0	±4.0	
Army	5	±1	19	37	9	3	33	±7	67.0	±7.0	
Navy	5	±1	15	40	9	6	30	±7	70.0	±6.0	
Marine Corps	4	±1	14	44	4	9	30	±15	70.0	±13.0	
Air Force	4	±1	21	38	7	5	30	±7	70.0	±7.0	
COAST GUARD	4	±2	NR	25	3	8	43	±16	57.0	±16.0	
PAYGRADE											
Enlisted	4	±2	NR	20	3	NR	NR	±14	NR		
E1 – E4	4	±3	NR	17	NR	NR	NR	±17	NR		
E5 – E9	3	±2	4	NR	5	NR	NR	±11	NR		
Officers	4	±3	NR	NR	NR	5	NR	±12	NR		
O1 – O3	5	±4	NR	NR	NR	NR	NR		NR		
O4 – O6	3	±4	NR	NR	NR	NR	NR		NR		
RACE/ETHNICITY											
White	3	±2	NR	NR	NR	NR	NR		NR		
Total Minority	6	±2	18	37	7	NR	24	±16	76.0	±14.0	
Black	7	±3	NR	NR	NR	NR	NR		NR		
Hispanic	8	±4	NR	NR	NR	NR	21	±18	79.0	±18.0	
Other Race/Ethnicity	2	±3	NR	NR	NR	NR	NR		NR		

Note. Percent responding are Service members who answered the question, who had experienced race/ethnic-related behaviors (Q45/Q46/Q47/Q48), and who reported the situation to a military individual or organization (Q66). DoD Services are included only in Total and Total DoD categories.

NR: Not reportable

67. Did you report this situation to any of the following installation/Service/DoD individuals or organizations?**c. Someone in the chain-of-command of the person(s) who did it**

1. Yes, and it made things better 2. Yes, but it made no difference 3. Yes, and it made things worse
 4. Yes, but it is too soon to tell if it will make things better or worse 5. No, I did not report it to this person/office









	Percent Responding		Percentages					Max ME	Percentage Reporting Yes		
			1	2	3	4	5				
TOTAL	5	±1	14	27	7	4	48	±4	52.0	±4.0	
TOTAL DOD	5	±1	14	27	7	4	48	±4	52.0	±4.0	
Army	5	±1	16	32	7	3	42	±7	58.0	±7.0	
Navy	5	±1	13	24	7	5	51	±7	49.0	±7.0	
Marine Corps	4	±1	11	28	4	9	48	±14	52.0	±14.0	
Air Force	4	±1	13	21	8	3	54	±7	46.0	±7.0	
COAST GUARD	4	±2	10	13	4	NR	65	±16	35.0	±16.0	
PAYGRADE											
Enlisted	3	±2	13	8	5	NR	NR	±17	NR		
E1 – E4	4	±3	NR	10	NR	NR	NR	±14	NR		
E5 – E9	3	±2	NR	6	8	NR	NR	±11	NR		
Officers	4	±3	NR	NR	NR	NR	NR		NR		
O1 – O3	5	±4	NR	NR	NR	NR	NR		NR		
O4 – O6	3	±4	NR	NR	NR	NR	NR		NR		
RACE/ETHNICITY											
White	3	±2	NR	NR	NR	NR	NR		NR		
Total Minority	6	±2	11	24	11	NR	44	±16	56.0	±16.0	
Black	7	±3	NR	NR	NR	NR	NR		NR		
Hispanic	8	±4	NR	NR	NR	NR	NR		NR		
Other Race/Ethnicity	2	±3	NR	NR	NR	NR	NR		NR		

Note. Percent responding are Service members who answered the question, who had experienced race/ethnic-related behaviors (Q45/Q46/Q47/Q48), and who reported the situation to a military individual or organization (Q66). DoD Services are included only in Total and Total DoD categories.

NR: Not reportable

67. Did you report this situation to any of the following installation/Service/DoD individuals or organizations?**d. Special military office responsible for handling these kinds of complaints (for example, Military Equal Opportunity or Civil Rights Office)**

1. Yes, and it made things better 2. Yes, but it made no difference 3. Yes, and it made things worse
 4. Yes, but it is too soon to tell if it will make things better or worse 5. No, I did not report it to this person/office

	Percent Responding		Percentages					Max ME	Percentage Reporting Yes		
			1	2	3	4	5				
TOTAL	5	±1	11	18	5	5	61	±4	39.0	±4.0	
TOTAL DOD	5	±1	11	18	5	5	61	±4	39.0	±4.0	
Army	5	±1	16	19	8	5	52	±7	48.0	±7.0	
Navy	5	±1	8	17	5	4	66	±7	34.0	±7.0	
Marine Corps	4	±1	8	21	2	8	61	±14	39.0	±14.0	
Air Force	4	±1	5	17	2	4	71	±7	29.0	±7.0	
COAST GUARD	4	±2	NR	13	8	2	71	±16	29.0	±16.0	
PAYGRADE											
Enlisted	3	±2	NR	5	NR	1	75	±17	25.0	±17.0	
E1 – E4	4	±3	NR	6	NR	NR	NR	±12	NR		
E5 – E9	3	±2	NR	5	NR	3	NR	±10	NR		
Officers	4	±3	NR	NR	NR	NR	NR		NR		
O1 – O3	5	±4	NR	NR	NR	NR	NR		NR		
O4 – O6	3	±4	NR	NR	NR	NR	NR		NR		
RACE/ETHNICITY											
White	3	±2	NR	NR	NR	NR	NR		NR		
Total Minority	5	±2	6	14	NR	5	NR	±13	NR		
Black	6	±3	NR	NR	NR	NR	NR		NR		
Hispanic	7	±4	NR	NR	NR	NR	NR		NR		
Other Race/Ethnicity	2	±3	NR	NR	NR	NR	NR		NR		

Note. Percent responding are Service members who answered the question, who had experienced race/ethnic-related behaviors (Q45/Q46/Q47/Q48), and who reported the situation to a military individual or organization (Q66). DoD Services are included only in Total and Total DoD categories.

NR: Not reportable









67. Did you report this situation to any of the following installation/Service/DoD individuals or organizations?**e. Other person or office with responsibility for follow-up**

1. Yes, and it made things better

2. Yes, but it made no difference

3. Yes, and it made things worse

4. Yes, but it is too soon to tell if it will
make things better or worse5. No, I did not report it to this
person/office








	Percent Responding		Percentages					Max ME	Percentage Reporting Yes		
			1	2	3	4	5				
TOTAL	5	±1	13	21	4	5	58	±4	42.0	±4.0	
TOTAL DOD	5	±1	13	21	4	5	57	±4	43.0	±4.0	
Army	5	±1	17	26	4	3	49	±7	51.0	±7.0	
Navy	5	±1	9	16	6	7	62	±7	38.0	±7.0	
Marine Corps	4	±1	13	18	1	5	62	±14	38.0	±14.0	
Air Force	4	±1	10	19	2	5	64	±7	36.0	±7.0	
COAST GUARD	4	±2	7	11	2	NR	72	±16	28.0	±16.0	
PAYGRADE											
Enlisted	4	±2	NR	3	2	NR	77	±18	23.0	±18.0	
E1 – E4	4	±3	NR	4	NR	NR	NR	±11	NR		
E5 – E9	3	±2	3	3	3	NR	NR	±9	NR		
Officers	4	±3	NR	NR	NR	NR	NR		NR		
O1 – O3	5	±4	NR	NR	NR	NR	NR		NR		
O4 – O6	3	±4	NR	NR	NR	NR	NR		NR		
RACE/ETHNICITY											
White	3	±2	NR	NR	NR	NR	NR		NR		
Total Minority	6	±2	11	8	6	NR	NR	±12	NR		
Black	7	±3	NR	NR	NR	NR	NR		NR		
Hispanic	8	±4	NR	NR	NR	NR	NR		NR		
Other Race/Ethnicity	2	±3	NR	NR	NR	NR	NR		NR		

Note. Percent responding are Service members who answered the question, who had experienced race/ethnic-related behaviors (Q45/Q46/Q47/Q48), and who reported the situation to a military individual or organization (Q66). DoD Services are included only in Total and Total DoD categories.

NR: Not reportable

67. Did you report this situation to any of the following installation/Service/DoD individuals or organizations?**f. Chaplain, counselor, ombudsman, or health care provider**

1. Yes, and it made things better 2. Yes, but it made no difference 3. Yes, and it made things worse
 4. Yes, but it is too soon to tell if it will make things better or worse 5. No, I did not report it to this person/office

	Percent Responding		Percentages					Max ME	Percentage Reporting Yes		
			1	2	3	4	5				
TOTAL	5	±1	8	13	3	3	73	±4	27.0	±4.0	
TOTAL DOD	5	±1	8	13	3	3	73	±4	27.0	±4.0	
Army	5	±1	9	15	4	2	70	±7	30.0	±7.0	
Navy	5	±1	7	13	3	2	74	±6	26.0	±6.0	
Marine Corps	4	±1	8	7	NR	NR	76	±14	24.0	±14.0	
Air Force	4	±1	6	13	0	4	77	±7	23.0	±7.0	
COAST GUARD	4	±2	11	5	1	NR	80	±16	20.0	±16.0	
PAYGRADE											
Enlisted	3	±2	NR	2	1	NR	NR	±6	NR		
E1 – E4	4	±3	NR	NR	NR	NR	NR		NR		
E5 – E9	3	±2	NR	NR	1	NR	NR	±8	NR		
Officers	4	±3	NR	NR	NR	NR	NR		NR		
O1 – O3	5	±4	NR	NR	NR	NR	NR		NR		
O4 – O6	3	±4	NR	NR	NR	NR	NR		NR		
RACE/ETHNICITY											
White	3	±2	NR	NR	NR	NR	NR		NR		
Total Minority	5	±2	8	6	NR	NR	NR	±12	NR		
Black	7	±3	NR	NR	NR	NR	NR		NR		
Hispanic	7	±4	NR	NR	NR	NR	NR		NR		
Other Race/Ethnicity	2	±3	NR	NR	NR	NR	NR		NR		

Note. Percent responding are Service members who answered the question, who had experienced race/ethnic-related behaviors (Q45/Q46/Q47/Q48), and who reported the situation to a military individual or organization (Q66). DoD Services are included only in Total and Total DoD categories.











NR: Not reportable

68. What actions were taken in response to your report?**a. Person(s) who bothered you was/were talked to about the behavior.**

1. Yes

2. No

3. Don't know

	Percent Responding		Percentages			Max ME	Percentage Reporting Yes
			1	2	3		
TOTAL	5	±1	37	29	34	±4	
TOTAL DOD	5	±1	37	29	34	±4	
Army	5	±1	41	24	34	±7	
Navy	5	±1	36	29	35	±7	
Marine Corps	4	±1	28	37	35	±15	
Air Force	4	±1	37	33	31	±7	
COAST GUARD	3	±2	25	52	23	±16	
PAYGRADE							
Enlisted	3	±2	24	NR	20	±16	
E1 – E4	4	±3	NR	NR	NR		
E5 – E9	3	±2	NR	NR	NR		
Officers	4	±3	NR	NR	NR		
O1 – O3	5	±4	NR	NR	NR		
O4 – O6	3	±4	NR	NR	NR		
RACE/ETHNICITY							
White	3	±2	NR	NR	NR		
Total Minority	6	±2	29	NR	32	±15	
Black	7	±3	NR	NR	NR		
Hispanic	8	±4	19	NR	NR	±18	
Other Race/Ethnicity	2	±3	NR	NR	NR		

Note. Percent responding are Service members who answered the question, who had experienced race/ethnic-related behaviors (Q45/Q46/Q47/Q48), and who reported the situation to a military individual or organization (Q66). DoD Services are included only in Total and Total DoD categories.











NR: Not reportable

68. What actions were taken in response to your report?**b. Your complaint was/is being investigated.**

1. Yes

2. No

3. Don't know

	Percent Responding		Percentages			Max ME	Percentage Reporting Yes
			1	2	3		
TOTAL	5	±1	29	40	31	±4	
TOTAL DOD	5	±1	29	40	31	±4	
Army	5	±1	31	38	30	±7	
Navy	5	±1	26	42	32	±7	
Marine Corps	4	±1	29	38	33	±15	
Air Force	4	±1	29	41	30	±7	
COAST GUARD	3	±2	10	63	27	±16	
PAYGRADE							
Enlisted	3	±2	12	NR	NR	±13	
E1 – E4	4	±3	8	NR	NR	±14	
E5 – E9	3	±2	NR	NR	NR		
Officers	4	±3	NR	NR	NR		
O1 – O3	5	±4	NR	NR	NR		
O4 – O6	3	±4	NR	NR	NR		
RACE/ETHNICITY							
White	3	±2	NR	NR	NR		
Total Minority	6	±2	21	56	23	±16	
Black	6	±3	NR	NR	NR		
Hispanic	8	±4	NR	NR	NR		
Other Race/Ethnicity	2	±3	NR	NR	NR		

Note. Percent responding are Service members who answered the question, who had experienced race/ethnic-related behaviors (Q45/Q46/Q47/Q48), and who reported the situation to a military individual or organization (Q66). DoD Services are included only in Total and Total DoD categories.









NR: Not reportable

68. What actions were taken in response to your report?**c. The situation was resolved informally.**

1. Yes

2. No

3. Don't know

	Percent Responding		Percentages			Max ME	Percentage Reporting Yes
			1	2	3		
TOTAL	5	±1	31	40	30	±4	
TOTAL DOD	5	±1	30	40	30	±4	
Army	5	±1	31	37	31	±7	
Navy	5	±1	31	40	29	±7	
Marine Corps	4	±1	28	41	30	±15	
Air Force	4	±1	30	44	27	±7	
COAST GUARD	3	±2	39	33	28	±17	
PAYGRADE							
Enlisted	3	±2	NR	30	NR	±18	
E1 – E4	4	±3	NR	9	NR	±14	
E5 – E9	3	±2	NR	NR	NR		
Officers	4	±3	NR	NR	NR		
O1 – O3	5	±4	NR	NR	NR		
O4 – O6	3	±4	NR	NR	NR		
RACE/ETHNICITY							
White	3	±2	NR	NR	NR		
Total Minority	6	±2	35	36	28	±17	
Black	7	±3	NR	NR	NR		
Hispanic	8	±4	NR	NR	NR		
Other Race/Ethnicity	2	±3	NR	NR	NR		

Note. Percent responding are Service members who answered the question, who had experienced race/ethnic-related behaviors (Q45/Q46/Q47/Q48), and who reported the situation to a military individual or organization (Q66). DoD Services are included only in Total and Total DoD categories.

NR: Not reportable











68. What actions were taken in response to your report?

d. The rules on harassment and discrimination were explained to everyone in the unit/office/place where the problem had occurred.

1. Yes

2. No

3. Don't know

	Percent Responding		Percentages			Max ME	Percentage Reporting Yes
			1	2	3		
TOTAL	5	±1	30	36	34	±4	
TOTAL DOD	5	±1	30	35	35	±4	
Army	5	±1	29	34	37	±7	
Navy	5	±1	36	33	31	±7	
Marine Corps	4	±1	26	38	36	±15	
Air Force	4	±1	27	39	35	±7	
COAST GUARD	3	±2	18	57	25	±16	
PAYGRADE							
Enlisted	3	±2	14	NR	NR	±12	
E1 – E4	4	±3	12	NR	NR	±16	
E5 – E9	3	±2	NR	NR	NR		
Officers	4	±3	NR	NR	NR		
O1 – O3	5	±4	NR	NR	NR		
O4 – O6	3	±4	NR	NR	NR		
RACE/ETHNICITY							
White	3	±2	NR	NR	NR		
Total Minority	6	±2	28	NR	25	±15	
Black	7	±3	NR	NR	NR		
Hispanic	8	±4	NR	NR	NR		
Other Race/Ethnicity	2	±3	NR	NR	NR		

Note. Percent responding are Service members who answered the question, who had experienced race/ethnic-related behaviors (Q45/Q46/Q47/Q48), and who reported the situation to a military individual or organization (Q66). DoD Services are included only in Total and Total DoD categories.

NR: Not reportable

68. What actions were taken in response to your report?**e. You were encouraged to drop the complaint.**

1. Yes

2. No

3. Don't know

	Percent Responding		Percentages			Max ME	Percentage Reporting Yes
			1	2	3		
TOTAL	5	±1	27	61	12	±4	
TOTAL DOD	5	±1	27	61	12	±4	
Army	5	±1	28	60	11	±7	
Navy	5	±1	27	60	13	±7	
Marine Corps	4	±1	29	58	14	±15	
Air Force	4	±1	22	67	12	±7	
COAST GUARD	3	±2	17	72	11	±15	
PAYGRADE							
Enlisted	3	±2	14	73	13	±17	
E1 – E4	4	±3	7	NR	NR	±12	
E5 – E9	3	±2	NR	NR	9	±12	
Officers	4	±3	NR	NR	4	±11	
O1 – O3	5	±4	NR	NR	NR		
O4 – O6	3	±4	NR	NR	NR		
RACE/ETHNICITY							
White	3	±2	NR	NR	NR		
Total Minority	6	±2	NR	NR	18	±13	
Black	7	±3	NR	NR	NR		
Hispanic	8	±4	NR	NR	NR		
Other Race/Ethnicity	2	±3	NR	NR	NR		

Note. Percent responding are Service members who answered the question, who had experienced race/ethnic-related behaviors (Q45/Q46/Q47/Q48), and who reported the situation to a military individual or organization (Q66). DoD Services are included only in Total and Total DoD categories.










NR: Not reportable

68. What actions were taken in response to your report?**f. Your complaint was discounted or not taken seriously.**

1. Yes

2. No

3. Don't know

	Percent Responding		Percentages			Max ME	Percentage Reporting Yes
			1	2	3		
TOTAL	5	±1	35	40	24	±4	
TOTAL DOD	5	±1	36	40	24	±4	
Army	5	±1	39	38	23	±7	
Navy	5	±1	34	43	23	±7	
Marine Corps	4	±1	39	39	22	±15	
Air Force	4	±1	32	40	28	±7	
COAST GUARD	3	±2	19	59	22	±16	
PAYGRADE							
Enlisted	3	±2	16	NR	19	±16	
E1 – E4	4	±3	5	NR	NR	±11	
E5 – E9	3	±2	NR	NR	NR		
Officers	4	±3	NR	NR	NR		
O1 – O3	5	±4	NR	NR	NR		
O4 – O6	3	±4	NR	NR	NR		
RACE/ETHNICITY							
White	3	±2	NR	NR	NR		
Total Minority	6	±2	NR	43	30	±16	
Black	6	±3	NR	NR	NR		
Hispanic	8	±4	NR	NR	NR		
Other Race/Ethnicity	2	±3	NR	NR	NR		

Note. Percent responding are Service members who answered the question, who had experienced race/ethnic-related behaviors (Q45/Q46/Q47/Q48), and who reported the situation to a military individual or organization (Q66). DoD Services are included only in Total and Total DoD categories.

NR: Not reportable

68. What actions were taken in response to your report?**g. Members of your chain-of-command were hostile toward you.**

1. Yes

2. No

3. Don't know

	Percent Responding		Percentages			Max ME	Percentage Reporting Yes
			1	2	3		
TOTAL	5	±1	17	70	12	±4	
TOTAL DOD	5	±1	17	70	12	±4	
Army	5	±1	22	65	13	±7	
Navy	5	±1	16	73	12	±7	
Marine Corps	4	±1	14	76	10	±14	
Air Force	4	±1	13	73	14	±7	
COAST GUARD	3	±2	7	80	13	±14	
PAYGRADE							
Enlisted	3	±2	4	85	11	±16	
E1 – E4	4	±3	NR	NR	NR		
E5 – E9	3	±2	7	86	8	±13	
Officers	4	±3	NR	NR	NR		
O1 – O3	5	±4	NR	NR	NR		
O4 – O6	3	±4	NR	NR	NR		
RACE/ETHNICITY							
White	3	±2	NR	NR	NR		
Total Minority	6	±2	11	72	17	±14	
Black	7	±3	NR	NR	NR		
Hispanic	8	±4	12	NR	21	±18	
Other Race/Ethnicity	2	±3	NR	NR	NR		

Note. Percent responding are Service members who answered the question, who had experienced race/ethnic-related behaviors (Q45/Q46/Q47/Q48), and who reported the situation to a military individual or organization (Q66). DoD Services are included only in Total and Total DoD categories.











NR: Not reportable

68. What actions were taken in response to your report?**h. Your coworkers were hostile toward you.**

1. Yes

2. No

3. Don't know

	Percent Responding		Percentages			Max ME	Percentage Reporting Yes
			1	2	3		
TOTAL	5	±1	13	76	11	±4	
TOTAL DOD	5	±1	14	76	11	±4	
Army	5	±1	17	73	11	±7	
Navy	5	±1	11	78	11	±6	
Marine Corps	4	±1	9	84	7	±12	
Air Force	4	±1	13	75	12	±7	
COAST GUARD	3	±2	3	89	9	±13	
PAYGRADE							
Enlisted	3	±2	3	86	NR	±15	
E1 – E4	4	±3	NR	NR	NR		
E5 – E9	3	±2	5	89	6	±12	
Officers	4	±3	NR	96	4	±12	
O1 – O3	5	±4	NR	NR	NR		
O4 – O6	3	±4	NR	NR	NR		
RACE/ETHNICITY							
White	3	±2	NR	NR	NR		
Total Minority	6	±2	7	79	14	±13	
Black	7	±3	NR	NR	NR		
Hispanic	8	±4	NR	NR	18	±18	
Other Race/Ethnicity	2	±3	NR	NR	NR		

Note. Percent responding are Service members who answered the question, who had experienced race/ethnic-related behaviors (Q45/Q46/Q47/Q48), and who reported the situation to a military individual or organization (Q66). DoD Services are included only in Total and Total DoD categories.










NR: Not reportable

68. What actions were taken in response to your report?**i. No action was taken.**

1. Yes

2. No

3. Don't know

	Percent Responding		Percentages			Max ME	Percentage Reporting Yes
			1	2	3		
TOTAL	5	±1	29	33	37	±4	
TOTAL DOD	5	±1	29	33	37	±4	
Army	5	±1	32	34	34	±7	
Navy	5	±1	25	35	40	±7	
Marine Corps	4	±1	32	26	42	±15	
Air Force	4	±1	29	32	38	±7	
COAST GUARD	3	±2	28	42	30	±17	
PAYGRADE							
Enlisted	3	±2	26	NR	NR	±17	
E1 – E4	4	±3	NR	NR	NR		
E5 – E9	3	±2	NR	NR	NR		
Officers	4	±3	NR	NR	NR		
O1 – O3	5	±4	NR	NR	NR		
O4 – O6	3	±4	NR	NR	NR		
RACE/ETHNICITY							
White	3	±2	NR	NR	NR		
Total Minority	6	±2	42	34	24	±17	
Black	7	±3	NR	NR	NR		
Hispanic	8	±4	NR	19	NR	±18	
Other Race/Ethnicity	2	±3	NR	NR	NR		

Note. Percent responding are Service members who answered the question, who had experienced race/ethnic-related behaviors (Q45/Q46/Q47/Q48), and who reported the situation to a military individual or organization (Q66). DoD Services are included only in Total and Total DoD categories.










NR: Not reportable

68. What actions were taken in response to your report?**j. You do not know what action was taken.**

1. Yes

2. No

3. Don't know

	Percent Responding		Percentages			Max ME	Percentage Reporting Yes
			1	2	3		
TOTAL	5	±1	34	41	25	±4	
TOTAL DOD	5	±1	34	41	25	±4	
Army	5	±1	33	41	25	±7	
Navy	5	±1	35	43	22	±7	
Marine Corps	4	±1	34	41	25	±15	
Air Force	4	±1	34	38	28	±7	
COAST GUARD	3	±2	26	NR	28	±16	
PAYGRADE							
Enlisted	3	±2	22	NR	NR	±17	
E1 – E4	4	±3	NR	NR	NR		
E5 – E9	3	±2	NR	NR	NR		
Officers	4	±3	NR	NR	NR		
O1 – O3	5	±4	NR	NR	NR		
O4 – O6	3	±4	NR	NR	NR		
RACE/ETHNICITY							
White	3	±2	NR	NR	NR		
Total Minority	6	±2	31	35	NR	±16	
Black	7	±3	NR	NR	NR		
Hispanic	8	±4	NR	NR	NR		
Other Race/Ethnicity	2	±3	NR	NR	NR		

Note. Percent responding are Service members who answered the question, who had experienced race/ethnic-related behaviors (Q45/Q46/Q47/Q48), and who reported the situation to a military individual or organization (Q66). DoD Services are included only in Total and Total DoD categories.

NR: Not reportable

69. How satisfied are you with the following aspects of the reporting process?**a. Availability of information about how to file a complaint**1. Very dissatisfied
4. Satisfied2. Dissatisfied
5. Very satisfied

3. Neither satisfied nor dissatisfied

	Percent Responding		Percentages					Max ME	Average Satisfaction		
			1	2	3	4	5				
TOTAL	5	±1	8	12	33	27	19	±4	3.4	±0.1	
TOTAL DOD	5	±1	8	13	33	27	19	±4	3.4	±0.1	
Army	5	±1	9	10	34	24	23	±7	3.4	±0.2	
Navy	5	±1	8	14	28	34	16	±7	3.4	±0.2	
Marine Corps	4	±1	6	11	30	33	20	±15	3.5	±0.3	
Air Force	4	±1	7	16	39	23	15	±7	3.2	±0.2	
COAST GUARD	3	±2	3	6	36	29	26	±17	3.7	±0.3	
PAYGRADE											
Enlisted	3	±2	3	6	NR	NR	NR	±9	3.6	±0.4	
E1 – E4	4	±3	NR	9	NR	NR	NR	±14	NR		
E5 – E9	3	±2	NR	3	NR	NR	NR	±10	NR		
Officers	4	±3	4	NR	NR	NR	NR	±11	NR		
O1 – O3	5	±4	NR	NR	NR	NR	NR		NR		
O4 – O6	3	±4	NR	NR	NR	NR	NR		NR		
RACE/ETHNICITY											
White	3	±2	NR	NR	NR	NR	NR		NR		
Total Minority	6	±2	5	17	29	23	NR	±16	3.5	±0.4	
Black	7	±3	NR	NR	NR	NR	NR		NR		
Hispanic	8	±4	4	20	NR	15	NR	±18	NR		
Other Race/Ethnicity	2	±3	NR	NR	NR	NR	NR		NR		

Note. Percent responding are Service members who answered the question, who had experienced race/ethnic-related behaviors (Q45/Q46/Q47/Q48), and who reported the situation to a military individual or organization (Q66). DoD Services are included only in Total and Total DoD categories.











NR: Not reportable

69. How satisfied are you with the following aspects of the reporting process?**b. Availability of information about how to follow-up on a complaint**

1. Very dissatisfied
4. Satisfied

2. Dissatisfied
5. Very satisfied

3. Neither satisfied nor dissatisfied

	Percent Responding		Percentages					Max ME	Average Satisfaction		
			1	2	3	4	5				
TOTAL	5	±1	9	16	34	24	17	±4	3.2	±0.1	
TOTAL DOD	5	±1	9	16	34	24	17	±4	3.2	±0.1	
Army	5	±1	10	16	32	23	19	±7	3.3	±0.2	
Navy	5	±1	10	14	32	28	16	±6	3.2	±0.2	
Marine Corps	4	±1	6	13	36	30	16	±15	3.4	±0.3	
Air Force	4	±1	8	19	41	17	15	±7	3.1	±0.2	
COAST GUARD	3	±2	3	7	32	NR	19	±17	3.7	±0.3	
PAYGRADE											
Enlisted	3	±2	3	7	26	NR	NR	±18	3.7	±0.3	
E1 – E4	4	±3	NR	9	11	NR	NR	±15	NR		
E5 – E9	3	±2	NR	5	NR	NR	NR	±10	NR		
Officers	4	±3	4	NR	NR	NR	NR	±11	NR		
O1 – O3	5	±4	NR	NR	NR	NR	NR		NR		
O4 – O6	3	±4	NR	NR	NR	NR	NR		NR		
RACE/ETHNICITY											
White	3	±2	NR	NR	NR	NR	NR		NR		
Total Minority	6	±2	5	18	31	NR	15	±16	3.3	±0.3	
Black	7	±3	NR	NR	NR	NR	NR		NR		
Hispanic	8	±4	4	20	NR	NR	NR	±18	3.4	±0.4	
Other Race/Ethnicity	2	±3	NR	NR	NR	NR	NR		NR		

Note. Percent responding are Service members who answered the question, who had experienced race/ethnic-related behaviors (Q45/Q46/Q47/Q48), and who reported the situation to a military individual or organization (Q66). DoD Services are included only in Total and Total DoD categories.

NR: Not reportable

69. How satisfied are you with the following aspects of the reporting process?**c. Treatment by personnel handling your complaint**

1. Very dissatisfied
4. Satisfied

2. Dissatisfied
5. Very satisfied

3. Neither satisfied nor dissatisfied

	Percent Responding		Percentages					Max ME	Average Satisfaction		
			1	2	3	4	5				
TOTAL	5	±1	11	13	38	23	15	±4	3.2	±0.1	
TOTAL DOD	5	±1	11	13	38	23	15	±4	3.2	±0.1	
Army	5	±1	12	12	35	24	16	±7	3.2	±0.2	
Navy	5	±1	14	13	36	24	13	±7	3.1	±0.2	
Marine Corps	4	±1	6	13	35	27	19	±16	3.4	±0.3	
Air Force	4	±1	7	16	46	18	13	±7	3.2	±0.2	
COAST GUARD	3	±2	5	4	42	31	17	±18	3.5	±0.3	
PAYGRADE											
Enlisted	3	±2	5	5	NR	NR	NR	±8	3.5	±0.4	
E1 – E4	4	±3	NR	10	NR	NR	NR	±14	NR		
E5 – E9	3	±2	9	NR	NR	NR	NR	±15	NR		
Officers	4	±3	4	NR	NR	NR	NR	±11	NR		
O1 – O3	5	±4	NR	NR	NR	NR	NR		NR		
O4 – O6	3	±4	NR	NR	NR	NR	NR		NR		
RACE/ETHNICITY											
White	3	±2	NR	NR	NR	NR	NR		NR		
Total Minority	6	±2	10	12	NR	16	18	±14	3.2	±0.3	
Black	7	±3	NR	NR	NR	NR	NR		NR		
Hispanic	8	±4	11	9	NR	18	NR	±18	3.2	±0.4	
Other Race/Ethnicity	2	±3	NR	NR	NR	NR	NR		NR		

Note. Percent responding are Service members who answered the question, who had experienced race/ethnic-related behaviors (Q45/Q46/Q47/Q48), and who reported the situation to a military individual or organization (Q66). DoD Services are included only in Total and Total DoD categories.










NR: Not reportable

69. How satisfied are you with the following aspects of the reporting process?**d. Amount of time it took/is taking to resolve your complaint**

1. Very dissatisfied
4. Satisfied

2. Dissatisfied
5. Very satisfied

3. Neither satisfied nor dissatisfied

	Percent Responding		Percentages					Max ME	Average Satisfaction		
			1	2	3	4	5				
TOTAL	5	±1	17	12	43	16	12	±4	2.9	±0.1	
TOTAL DOD	5	±1	17	12	42	16	12	±4	2.9	±0.1	
Army	5	±1	21	13	38	13	14	±7	2.9	±0.2	
Navy	5	±1	18	10	39	20	12	±7	3.0	±0.2	
Marine Corps	4	±1	9	9	58	16	9	±14	3.1	±0.3	
Air Force	4	±1	12	16	48	13	11	±7	3.0	±0.2	
COAST GUARD	3	±2	15	3	NR	22	13	±17	3.2	±0.4	
PAYGRADE											
Enlisted	3	±2	15	3	NR	NR	NR	±14	3.2	±0.5	
E1 – E4	4	±3	6	5	NR	NR	NR	±13	NR		
E5 – E9	3	±2	NR	NR	NR	NR	NR		NR		
Officers	4	±3	NR	NR	NR	NR	NR		NR		
O1 – O3	5	±4	NR	NR	NR	NR	NR		NR		
O4 – O6	3	±4	NR	NR	NR	NR	NR		NR		
RACE/ETHNICITY											
White	3	±2	NR	NR	NR	NR	NR		NR		
Total Minority	6	±2	NR	9	41	7	14	±16	2.7	±0.5	
Black	7	±3	NR	NR	NR	NR	NR		NR		
Hispanic	7	±4	NR	12	NR	NR	NR	±16	NR		
Other Race/Ethnicity	2	±3	NR	NR	NR	NR	NR		NR		

Note. Percent responding are Service members who answered the question, who had experienced race/ethnic-related behaviors (Q45/Q46/Q47/Q48), and who reported the situation to a military individual or organization (Q66). DoD Services are included only in Total and Total DoD categories.

NR: Not reportable

69. How satisfied are you with the following aspects of the reporting process?**e. How well you were/are kept informed about the progress of your complaint**

1. Very dissatisfied
4. Satisfied

2. Dissatisfied
5. Very satisfied

3. Neither satisfied nor dissatisfied

	Percent Responding		Percentages					Max ME	Average Satisfaction		
			1	2	3	4	5				
TOTAL	5	±1	18	15	40	15	12	±4	2.9	±0.1	
TOTAL DOD	5	±1	18	15	40	15	12	±4	2.9	±0.1	
Army	5	±1	22	15	37	15	11	±7	2.8	±0.2	
Navy	5	±1	18	14	38	19	11	±7	2.9	±0.2	
Marine Corps	4	±1	17	16	36	13	18	±16	3.0	±0.5	
Air Force	4	±1	12	17	50	12	10	±7	2.9	±0.2	
COAST GUARD	3	±2	9	12	NR	16	13	±17	3.1	±0.4	
PAYGRADE											
Enlisted	3	±2	8	13	NR	NR	NR	±12	3.2	±0.4	
E1 – E4	4	±3	NR	9	NR	NR	NR	±14	NR		
E5 – E9	3	±2	11	NR	NR	NR	NR	±15	NR		
Officers	4	±3	NR	9	NR	NR	NR	±14	NR		
O1 – O3	5	±4	NR	NR	NR	NR	NR		NR		
O4 – O6	3	±4	NR	NR	NR	NR	NR		NR		
RACE/ETHNICITY											
White	3	±2	NR	NR	NR	NR	NR		NR		
Total Minority	6	±2	12	25	NR	7	14	±14	2.9	±0.4	
Black	7	±3	NR	NR	NR	NR	NR		NR		
Hispanic	8	±4	NR	NR	NR	NR	NR		2.7	±0.4	
Other Race/Ethnicity	2	±3	NR	NR	NR	NR	NR		NR		

Note. Percent responding are Service members who answered the question, who had experienced race/ethnic-related behaviors (Q45/Q46/Q47/Q48), and who reported the situation to a military individual or organization (Q66). DoD Services are included only in Total and Total DoD categories.

NR: Not reportable

69. How satisfied are you with the following aspects of the reporting process?**f. Degree to which your privacy was/is being protected**

1. Very dissatisfied
4. Satisfied

2. Dissatisfied
5. Very satisfied

3. Neither satisfied nor dissatisfied

	Percent Responding		Percentages					Max ME	Average Satisfaction		
			1	2	3	4	5				
TOTAL	5	±1	11	11	39	24	15	±4	3.2	±0.1	
TOTAL DOD	5	±1	11	11	39	24	15	±4	3.2	±0.1	
Army	5	±1	14	12	35	21	18	±7	3.2	±0.2	
Navy	5	±1	11	13	34	30	12	±7	3.2	±0.2	
Marine Corps	4	±1	11	7	43	25	14	±15	3.2	±0.3	
Air Force	4	±1	6	8	51	20	15	±7	3.3	±0.2	
COAST GUARD	3	±2	2	8	NR	25	16	±17	3.4	±0.3	
PAYGRADE											
Enlisted	3	±2	3	5	NR	NR	NR	±7	3.5	±0.4	
E1 – E4	4	±3	NR	9	NR	NR	NR	±14	NR		
E5 – E9	3	±2	4	NR	NR	NR	NR	±10	NR		
Officers	4	±3	NR	NR	NR	NR	NR		NR		
O1 – O3	5	±4	NR	NR	NR	NR	NR		NR		
O4 – O6	3	±4	NR	NR	NR	NR	NR		NR		
RACE/ETHNICITY											
White	3	±2	NR	NR	NR	NR	NR		NR		
Total Minority	6	±2	6	13	38	NR	14	±16	3.3	±0.3	
Black	7	±3	NR	NR	NR	NR	NR		NR		
Hispanic	8	±4	NR	14	NR	NR	NR	±17	NR		
Other Race/Ethnicity	2	±3	NR	NR	NR	NR	NR		NR		

Note. Percent responding are Service members who answered the question, who had experienced race/ethnic-related behaviors (Q45/Q46/Q47/Q48), and who reported the situation to a military individual or organization (Q66). DoD Services are included only in Total and Total DoD categories.

NR: Not reportable

69. How satisfied are you with the following aspects of the reporting process?**g. The complaint process overall**1. Very dissatisfied
4. Satisfied2. Dissatisfied
5. Very satisfied

3. Neither satisfied nor dissatisfied

	Percent Responding		Percentages					Max ME	Average Satisfaction		
			1	2	3	4	5				
TOTAL	5	±1	17	15	37	20	11	±4	2.9	±0.1	
TOTAL DOD	5	±1	17	15	37	20	11	±4	2.9	±0.1	
Army	5	±1	19	16	35	19	11	±7	2.9	±0.2	
Navy	5	±1	17	15	33	24	11	±7	3.0	±0.2	
Marine Corps	3	±1	11	17	37	26	9	±16	3.1	±0.3	
Air Force	4	±1	15	12	47	14	11	±7	2.9	±0.2	
COAST GUARD	3	±2	9	18	35	22	16	±18	3.2	±0.4	
PAYGRADE											
Enlisted	3	±2	12	14	NR	NR	NR	±15	3.2	±0.5	
E1 – E4	4	±3	6	6	NR	NR	NR	±12	NR		
E5 – E9	3	±2	NR	NR	NR	NR	NR		NR		
Officers	4	±3	NR	NR	NR	NR	NR		NR		
O1 – O3	5	±4	NR	NR	NR	NR	NR		NR		
O4 – O6	3	±4	NR	NR	NR	NR	NR		NR		
RACE/ETHNICITY											
White	3	±2	NR	NR	NR	NR	NR		NR		
Total Minority	6	±2	NR	18	40	6	14	±16	2.7	±0.5	
Black	7	±3	NR	NR	NR	NR	NR		NR		
Hispanic	8	±4	NR	16	NR	NR	NR	±17	NR		
Other Race/Ethnicity	2	±3	NR	NR	NR	NR	NR		NR		

Note. Percent responding are Service members who answered the question, who had experienced race/ethnic-related behaviors (Q45/Q46/Q47/Q48), and who reported the situation to a military individual or organization (Q66). DoD Services are included only in Total and Total DoD categories.











NR: Not reportable

70. Do you feel that your chances of having a successful military career will be affected by making this report?

1. Yes, your chances will be improved

2. Yes, your chances will be worse

3. No, your career will not be affected

	Percent Responding		Percentages			Max ME	Percentage Reporting Yes		
			1	2	3				
TOTAL	5	±1	6	20	75	±4	25.0	±4.0	
TOTAL DOD	5	±1	6	20	75	±4	25.0	±4.0	
Army	5	±1	8	18	74	±7	26.0	±7.0	
Navy	5	±1	3	23	75	±6	25.0	±6.0	
Marine Corps	4	±1	6	18	77	±13	23.0	±13.0	
Air Force	4	±1	7	19	74	±7	26.0	±7.0	
COAST GUARD	3	±2	3	15	82	±14	18.0	±14.0	
PAYGRADE									
Enlisted	3	±2	3	11	86	±13	14.0	±13.0	
E1 – E4	4	±3	4	NR	92	±14	8.0	±14.0	
E5 – E9	3	±2	NR	NR	NR		NR		
Officers	4	±3	NR	NR	NR		NR		
O1 – O3	5	±4	NR	NR	NR		NR		
O4 – O6	2	±3	NR	NR	NR		NR		
RACE/ETHNICITY									
White	3	±2	NR	NR	NR		NR		
Total Minority	6	±2	8	NR	65	±18	35.0	±18.0	
Black	7	±3	NR	NR	NR		NR		
Hispanic	8	±4	NR	NR	NR		NR		
Other Race/Ethnicity	2	±3	NR	NR	NR		NR		

Note. Percent responding are Service members who answered the question, who had experienced race/ethnic-related behaviors (Q45/Q46/Q47/Q48), and who reported the situation to a military individual or organization (Q66). DoD Services are included only in Total and Total DoD categories.

NR: Not reportable

71. Was your complaint found to be true?

1. Yes

2. No









3. They were unable to determine whether your complaint was true or not.

	Percent Responding		Percentages			Max ME	Percentage Reporting Yes		
			1	2	3				
TOTAL	3	±1	52	7	41	±5	52.0	±5.0	
TOTAL DOD	3	±1	52	7	41	±5	52.0	±5.0	
Army	4	±1	51	10	38	±8	51.0	±8.0	
Navy	4	±1	55	5	41	±8	55.0	±8.0	
Marine Corps	3	±1	NR	3	NR	±4	NR		
Air Force	3	±1	49	6	45	±9	49.0	±8.0	
COAST GUARD	2	±1	NR	4	NR	±6	NR		
PAYGRADE									
Enlisted	2	±1	NR	5	NR	±8	NR		
E1 – E4	3	±2	NR	NR	NR		NR		
E5 – E9	2	±2	NR	6	NR	±12	NR		
Officers	3	±2	NR	NR	NR		NR		
O1 – O3	3	±4	NR	NR	NR		NR		
O4 – O6	3	±4	NR	NR	NR		NR		
RACE/ETHNICITY									
White	2	±1	NR	NR	NR		NR		
Total Minority	5	±2	65	9	27	±17	65.0	±17.0	
Black	5	±3	NR	NR	NR		NR		
Hispanic	7	±3	NR	NR	NR		NR		
Other Race/Ethnicity	2	±3	NR	NR	NR		NR		

Note. Percent responding are Service members who answered the question, who had experienced race/ethnic-related behaviors (Q45/Q46/Q47/Q48) and who reported the situation to a military individual or organization (Q66). Respondents who marked "Does not apply, the action is still being processed" are tabulated separately. DoD Services are included only in Total and Total DoD categories.

NR: Not reportable

71. Is the action still being processed? Constructed from Q71.

	Percent Responding		Percentages	Max ME	Percentage Reporting Yes
			Yes		
TOTAL	5	±1	26	±4	
TOTAL DOD	5	±1	26	±4	
Army	5	±1	24	±7	
Navy	5	±1	24	±6	
Marine Corps	4	±1	28	±14	
Air Force	4	±1	29	±7	
COAST GUARD	3	±2	27	±18	
PAYGRADE					
Enlisted	3	±2	NR		
E1 – E4	4	±3	NR		
E5 – E9	3	±2	NR		
Officers	4	±3	NR		
O1 – O3	5	±4	NR		
O4 – O6	3	±4	NR		
RACE/ETHNICITY					
White	3	±2	NR		
Total Minority	6	±2	15	±13	
Black	7	±3	NR		
Hispanic	8	±4	NR		
Other Race/Ethnicity	2	±3	NR		

Note. Percent responding are Service members who answered the question, who had experienced race/ethnic-related behaviors (Q45/Q46/Q47/Q48) and who reported the situation to a military individual or organization (Q66). Respondents who marked "Does not apply, the action is still being processed" to Q71 are included in the "Yes" category. DoD Services are included only in Total and Total DoD categories.








NR: Not reportable

72. What was the outcome of your complaint?**a. The outcome of your complaint was explained to you.**

1. Yes

2. No

3. Don't know

	Percent Responding		Percentages			Max ME	Percentage Reporting Yes
			1	2	3		
TOTAL	3	±1	37	47	16	±5	
TOTAL DOD	3	±1	37	47	16	±5	
Army	4	±1	34	48	18	±8	
Navy	4	±1	41	44	16	±8	
Marine Corps	3	±1	NR	NR	11	±15	
Air Force	3	±1	37	51	13	±9	
COAST GUARD	2	±1	30	NR	NR	±17	
PAYGRADE							
Enlisted	2	±1	NR	NR	NR		
E1 – E4	3	±2	NR	NR	NR		
E5 – E9	2	±2	NR	NR	NR		
Officers	3	±2	NR	NR	NR		
O1 – O3	3	±4	NR	NR	NR		
O4 – O6	3	±4	NR	NR	NR		
RACE/ETHNICITY							
White	2	±1	NR	NR	NR		
Total Minority	5	±2	35	NR	8	±17	
Black	5	±3	NR	NR	NR		
Hispanic	6	±3	NR	NR	NR		
Other Race/Ethnicity	2	±3	NR	NR	NR		

Note. Percent responding are Service members who answered the question, who had experienced race/ethnic-related behaviors (Q45/Q46/Q47/Q48), who reported the situation to a military individual or organization (Q66), and who had a completed report process (Q71). DoD Services are included only in Total and Total DoD categories.







NR: Not reportable

72. What was the outcome of your complaint?**b. The situation was corrected.**

1. Yes

2. No

3. Don't know

	Percent Responding		Percentages			Max ME	Percentage Reporting Yes
			1	2	3		
TOTAL	3	±1	33	44	23	±5	
TOTAL DOD	3	±1	33	44	23	±5	
Army	4	±1	31	42	27	±8	
Navy	4	±1	37	44	19	±8	
Marine Corps	3	±1	29	NR	NR	±15	
Air Force	3	±1	32	45	23	±9	
COAST GUARD	2	±1	NR	NR	NR		
PAYGRADE							
Enlisted	2	±1	NR	NR	NR		
E1 – E4	3	±2	NR	NR	NR		
E5 – E9	2	±2	NR	NR	NR		
Officers	3	±2	NR	NR	NR		
O1 – O3	3	±4	NR	NR	NR		
O4 – O6	3	±4	NR	NR	NR		
RACE/ETHNICITY							
White	2	±1	NR	NR	NR		
Total Minority	5	±2	NR	NR	16	±14	
Black	5	±3	NR	NR	NR		
Hispanic	6	±3	NR	NR	NR		
Other Race/Ethnicity	2	±3	NR	NR	NR		

Note. Percent responding are Service members who answered the question, who had experienced race/ethnic-related behaviors (Q45/Q46/Q47/Q48), who reported the situation to a military individual or organization (Q66), and who had a completed report process (Q71). DoD Services are included only in Total and Total DoD categories.










NR: Not reportable

72. What was the outcome of your complaint?**c. Some action was taken against the person(s) who bothered you.**

1. Yes

2. No

3. Don't know

	Percent Responding		Percentages			Max ME	Percentage Reporting Yes
			1	2	3		
TOTAL	3	±1	25	45	30	±5	
TOTAL DOD	3	±1	25	45	30	±5	
Army	4	±1	26	45	30	±8	
Navy	4	±1	29	44	28	±8	
Marine Corps	3	±1	21	NR	NR	±14	
Air Force	3	±1	21	47	32	±9	
COAST GUARD	2	±1	16	NR	NR	±13	
PAYGRADE							
Enlisted	2	±1	21	NR	NR	±17	
E1 – E4	3	±2	NR	NR	NR		
E5 – E9	2	±2	NR	NR	NR		
Officers	3	±2	NR	NR	NR		
O1 – O3	3	±4	NR	NR	NR		
O4 – O6	3	±4	NR	NR	NR		
RACE/ETHNICITY							
White	2	±1	NR	NR	NR		
Total Minority	5	±2	29	NR	19	±17	
Black	5	±3	NR	NR	NR		
Hispanic	6	±3	NR	NR	NR		
Other Race/Ethnicity	2	±3	NR	NR	NR		

Note. Percent responding are Service members who answered the question, who had experienced race/ethnic-related behaviors (Q45/Q46/Q47/Q48), who reported the situation to a military individual or organization (Q66), and who had a completed report process (Q71). DoD Services are included only in Total and Total DoD categories.








NR: Not reportable

72. What was the outcome of your complaint?**d. Nothing was done about the complaint.**

1. Yes

2. No

3. Don't know

	Percent Responding		Percentages			Max ME	Percentage Reporting Yes
			1	2	3		
TOTAL	3	±1	26	43	32	±5	
TOTAL DOD	3	±1	26	42	32	±5	
Army	4	±1	27	41	32	±9	
Navy	4	±1	25	45	30	±8	
Marine Corps	3	±1	21	NR	29	±18	
Air Force	3	±1	26	38	36	±9	
COAST GUARD	2	±1	NR	NR	17	±17	
PAYGRADE							
Enlisted	2	±1	NR	NR	NR		
E1 – E4	3	±2	NR	NR	NR		
E5 – E9	2	±2	NR	NR	9	±14	
Officers	3	±2	NR	NR	NR		
O1 – O3	3	±4	NR	NR	NR		
O4 – O6	3	±4	NR	NR	NR		
RACE/ETHNICITY							
White	2	±1	NR	NR	NR		
Total Minority	5	±2	24	NR	16	±16	
Black	5	±3	NR	NR	NR		
Hispanic	6	±3	NR	NR	NR		
Other Race/Ethnicity	2	±3	NR	NR	NR		

Note. Percent responding are Service members who answered the question, who had experienced race/ethnic-related behaviors (Q45/Q46/Q47/Q48), who reported the situation to a military individual or organization (Q66), and who had a completed report process (Q71). DoD Services are included only in Total and Total DoD categories.

NR: Not reportable

72. What was the outcome of your complaint?**e. Action was taken against you.**

1. Yes

2. No

3. Don't know

	Percent Responding		Percentages			Max ME	Percentage Reporting Yes
			1	2	3		
TOTAL	3	±1	14	77	9	±4	
TOTAL DOD	3	±1	14	77	8	±4	
Army	4	±1	14	78	8	±7	
Navy	4	±1	13	78	9	±7	
Marine Corps	3	±1	15	75	10	±17	
Air Force	3	±1	17	74	9	±8	
COAST GUARD	2	±1	8	NR	NR	±14	
PAYGRADE							
Enlisted	2	±1	5	NR	NR	±8	
E1 – E4	3	±2	NR	NR	NR		
E5 – E9	2	±2	7	NR	NR	±13	
Officers	3	±2	NR	NR	NR		
O1 – O3	3	±4	NR	NR	NR		
O4 – O6	3	±4	NR	NR	NR		
RACE/ETHNICITY							
White	2	±1	NR	NR	NR		
Total Minority	5	±2	11	NR	NR	±13	
Black	5	±3	NR	NR	NR		
Hispanic	6	±3	NR	NR	NR		
Other Race/Ethnicity	2	±3	NR	NR	NR		

Note. Percent responding are Service members who answered the question, who had experienced race/ethnic-related behaviors (Q45/Q46/Q47/Q48), who reported the situation to a military individual or organization (Q66), and who had a completed report process (Q71). DoD Services are included only in Total and Total DoD categories.








NR: Not reportable

73. How satisfied were you with the outcome of your complaint?

1. Very dissatisfied
4. Satisfied

2. Dissatisfied
5. Very satisfied

3. Neither satisfied nor dissatisfied

	Percent Responding		Percentages					Max ME	Average Satisfaction		
			1	2	3	4	5				
TOTAL	3	±1	19	18	34	17	12	±5	2.9	±0.2	
TOTAL DOD	3	±1	19	18	34	17	12	±5	2.9	±0.2	
Army	4	±1	20	17	34	17	12	±9	2.8	±0.2	
Navy	4	±1	20	16	29	22	13	±7	2.9	±0.2	
Marine Corps	3	±1	15	18	NR	7	10	±18	2.8	±0.3	
Air Force	3	±1	20	21	33	13	13	±8	2.8	±0.3	
COAST GUARD	2	±1	NR	14	NR	NR	14	±17	2.9	±0.5	
PAYGRADE											
Enlisted	2	±1	NR	NR	NR	NR	16	±17	NR		
E1 – E4	3	±2	NR	NR	NR	NR	NR		NR		
E5 – E9	2	±2	NR	NR	NR	NR	NR		NR		
Officers	3	±2	NR	NR	NR	NR	NR		NR		
O1 – O3	3	±4	NR	NR	NR	NR	NR		NR		
O4 – O6	3	±4	NR	NR	NR	NR	NR		NR		
RACE/ETHNICITY											
White	2	±1	NR	NR	NR	NR	NR		NR		
Total Minority	5	±2	NR	13	30	10	22	±18	NR		
Black	5	±3	NR	NR	NR	NR	NR		NR		
Hispanic	6	±3	NR	NR	NR	NR	NR		NR		
Other Race/Ethnicity	2	±3	NR	NR	NR	NR	NR		NR		

Note. Percent responding are Service members who answered the question, who had experienced race/ethnic-related behaviors (Q45/Q46/Q47/Q48), who reported the situation to a military individual or organization (Q66), and who had a completed report process (Q71). DoD Services are included only in Total and Total DoD categories.

NR: Not reportable

74. Did you report all of the behaviors you experienced to one of the installation/Service/DoD individuals or organizations?

1. Yes, reported all of the behaviors

2. No, reported only some of the behaviors

3. No, did not report any of the behaviors

	Percent Responding		Percentages			Max ME	Percentage Reporting Yes
			1	2	3		
TOTAL	47	±1	5	4	90	±1	
TOTAL DOD	47	±1	5	4	90	±1	
Army	49	±2	6	5	90	±2	
Navy	51	±2	6	5	89	±2	
Marine Corps	47	±3	4	3	92	±3	
Air Force	40	±2	5	4	91	±2	
COAST GUARD	39	±4	5	4	92	±4	
PAYGRADE							
Enlisted	39	±4	5	4	92	±4	
E1 – E4	39	±7	5	5	90	±8	
E5 – E9	39	±5	4	3	93	±5	
Officers	42	±7	5	4	91	±7	
O1 – O3	41	±10	4	8	88	±12	
O4 – O6	45	±11	6	1	94	±13	
RACE/ETHNICITY							
White	36	±4	5	3	92	±5	
Total Minority	52	±5	5	6	89	±4	
Black	55	±8	7	5	88	±7	
Hispanic	51	±7	6	9	85	±7	
Other Race/Ethnicity	52	±11	1	NR	97	±8	

Note. Percent responding are Service members who answered the question and who had experienced race/ethnic-related behaviors (Q45/Q46/Q47/Q48). Respondents who had not reported the situation to a military individual or organization are coded as "No, did not report any of the behaviors" (Q66). DoD Services are included only in Total and Total DoD categories.

NR: Not reportable

75. What were your reasons for not reporting behaviors to any of the installation/Service/DoD individuals or organizations? {Subitems a-h}

- a. Was not important enough to report b. You did not know how to report c. You felt uncomfortable making a report
 d. You took care of the problem yourself e. You did not think anything would be done f. You thought you would not be believed
 g. You thought reporting would take too much time and effort h. You thought you would be labeled a troublemaker

	Percent Responding		Percentages								Max ME
			a	b	c	d	e	f	g	h	
TOTAL	42	±1	59	18	21	47	36	16	26	20	±2
TOTAL DOD	42	±1	59	18	21	47	36	16	26	20	±2
Army	44	±2	56	19	24	47	38	18	26	22	±3
Navy	46	±2	59	19	22	47	37	17	27	22	±3
Marine Corps	42	±3	60	19	19	48	28	14	26	18	±5
Air Force	37	±2	63	15	18	44	35	12	25	18	±3
COAST GUARD	36	±4	68	14	17	48	36	10	28	18	±6
PAYGRADE											
Enlisted	35	±4	69	15	17	48	37	10	29	19	±7
E1 – E4	34	±6	71	21	23	54	43	15	36	26	±11
E5 – E9	35	±5	67	10	13	43	32	6	24	15	±8
Officers	39	±7	66	13	19	47	31	11	26	14	±10
O1 – O3	40	±10	71	11	21	45	36	13	28	15	±16
O4 – O6	42	±10	66	NR	15	34	28	7	25	12	±17
RACE/ETHNICITY											
White	33	±4	72	12	15	47	33	9	28	15	±7
Total Minority	47	±5	58	19	23	50	41	13	28	25	±7
Black	48	±8	53	19	21	58	46	14	30	22	±9
Hispanic	46	±7	54	20	26	49	40	15	31	31	±10
Other Race/Ethnicity	48	±11	68	18	20	46	39	NR	22	20	±17

Note. Percent responding are Service members who answered the question, who had experienced race/ethnic-related behaviors (Q45/Q46/Q47/Q48), and who had not reported the behaviors in the situation (Q66/Q74). DoD Services are included only in Total and Total DoD categories.

NR: Not reportable

75. What were your reasons for not reporting behaviors to any of the installation/Service/DoD individuals or organizations? {Subitems i-n}

- i. You thought it would make your work situation unpleasant j. You thought your performance evaluation or chance for promotion would suffer k. You were afraid of retaliation/reprisals from the person(s) who did it or from their friends
- l. You were afraid of retaliation/reprisals from your chain-of-command m. You did not know the identity of the person(s) who did it n. Situation only involved civilian(s) off an installation

	Percent Responding		Percentages						Max ME
			i	j	k	l	m	n	
TOTAL	42	±1	22	15	14	13	24	33	±2
TOTAL DOD	42	±1	22	16	14	13	24	33	±2
Army	44	±2	25	17	16	14	23	29	±3
Navy	46	±2	23	18	15	15	24	31	±2
Marine Corps	42	±3	19	13	11	11	20	31	±5
Air Force	37	±2	17	11	12	9	27	41	±3
COAST GUARD	36	±4	18	13	8	11	26	41	±6
PAYGRADE									
Enlisted	35	±4	20	14	9	11	25	37	±7
E1 – E4	34	±6	27	21	13	15	28	38	±12
E5 – E9	35	±5	14	10	7	9	23	36	±8
Officers	39	±7	14	10	6	8	26	57	±10
O1 – O3	40	±10	23	17	8	14	27	52	±16
O4 – O6	42	±10	4	NR	NR	NR	27	61	±16
RACE/ETHNICITY									
White	33	±4	14	11	6	9	27	44	±7
Total Minority	47	±5	29	20	14	16	21	34	±7
Black	48	±8	22	15	11	11	26	41	±9
Hispanic	46	±7	37	23	17	19	16	25	±10
Other Race/Ethnicity	48	±11	22	19	NR	NR	25	42	±17

Note. Percent responding are Service members who answered the question, who had experienced race/ethnic-related behaviors (Q45/Q46/Q47/Q48), and who had not reported the behaviors in the situation (Q66/Q74). DoD Services are included only in Total and Total DoD categories.
















NR: Not reportable

76. Did any of the following things happen in response to how you handled the situation?**a. You were ignored or shunned by others at work.**

1. Yes

2. No

3. Don't know

	Percent Responding		Percentages			Max ME	Percentage Reporting Yes
			1	2	3		
TOTAL	47	±1	6	79	15	±2	
TOTAL DOD	47	±1	6	79	15	±2	
Army	49	±2	7	77	16	±3	
Navy	52	±2	6	78	16	±2	
Marine Corps	46	±3	5	78	17	±4	
Air Force	41	±2	4	84	12	±2	
COAST GUARD	41	±4	3	87	10	±4	
PAYGRADE							
Enlisted	40	±4	3	86	11	±5	
E1 – E4	41	±7	4	84	12	±8	
E5 – E9	40	±5	2	87	11	±6	
Officers	42	±7	4	90	6	±7	
O1 – O3	41	±10	NR	91	5	±11	
O4 – O6	44	±11	1	93	6	±12	
RACE/ETHNICITY							
White	38	±4	2	88	10	±5	
Total Minority	51	±5	6	82	12	±6	
Black	54	±8	12	78	10	±8	
Hispanic	51	±7	6	78	16	±10	
Other Race/Ethnicity	50	±11	0	93	7	±14	

Note. Percent responding are Service members who answered the question and who had experienced race/ethnic-related behaviors (Q45/Q46/Q47/Q48). DoD Services are included only in Total and Total DoD categories.
















NR: Not reportable

76. Did any of the following things happen in response to how you handled the situation?**b. You were blamed for the situation.**

1. Yes

2. No

3. Don't know

	Percent Responding		Percentages			Max ME	Percentage Reporting Yes
			1	2	3		
TOTAL	47	±1	7	79	15	±2	
TOTAL DOD	47	±1	7	79	15	±2	
Army	49	±2	8	77	16	±3	
Navy	51	±2	7	78	15	±2	
Marine Corps	46	±3	6	77	16	±5	
Air Force	41	±2	5	83	12	±2	
COAST GUARD	41	±4	4	86	10	±4	
PAYGRADE							
Enlisted	40	±4	5	84	11	±5	
E1 – E4	41	±7	7	80	13	±9	
E5 – E9	40	±5	3	87	10	±6	
Officers	42	±7	3	91	6	±7	
O1 – O3	41	±10	NR	91	5	±11	
O4 – O6	44	±11	NR	94	6	±12	
RACE/ETHNICITY							
White	38	±4	4	86	10	±6	
Total Minority	51	±5	5	83	11	±6	
Black	54	±8	11	80	9	±8	
Hispanic	51	±7	5	80	15	±10	
Other Race/Ethnicity	50	±11	NR	91	9	±14	

Note. Percent responding are Service members who answered the question and who had experienced race/ethnic-related behaviors (Q45/Q46/Q47/Q48). DoD Services are included only in Total and Total DoD categories.



















NR: Not reportable

76. Did any of the following things happen in response to how you handled the situation?**c. You were given less favorable job duties.**

1. Yes

2. No

3. Don't know

	Percent Responding		Percentages			Max ME	Percentage Reporting Yes
			1	2	3		
TOTAL	47	±1	7	79	14	±2	
TOTAL DOD	47	±1	7	79	14	±2	
Army	49	±2	7	77	15	±3	
Navy	51	±2	8	78	14	±2	
Marine Corps	46	±3	6	77	17	±5	
Air Force	41	±2	5	84	11	±2	
COAST GUARD	40	±4	3	87	10	±4	
PAYGRADE							
Enlisted	40	±4	3	86	11	±5	
E1 – E4	40	±7	4	85	12	±9	
E5 – E9	40	±5	2	88	10	±6	
Officers	42	±7	2	91	6	±7	
O1 – O3	41	±10	4	89	7	±13	
O4 – O6	44	±11	NR	94	6	±12	
RACE/ETHNICITY							
White	37	±4	2	88	10	±5	
Total Minority	51	±5	6	85	9	±6	
Black	54	±8	9	84	7	±8	
Hispanic	50	±7	7	82	12	±9	
Other Race/Ethnicity	50	±11	1	90	9	±14	

Note. Percent responding are Service members who answered the question and who had experienced race/ethnic-related behaviors (Q45/Q46/Q47/Q48). DoD Services are included only in Total and Total DoD categories.

NR: Not reportable

76. Did any of the following things happen in response to how you handled the situation?**d. You were denied an opportunity for training.**

1. Yes

2. No

3. Don't know

	Percent Responding		Percentages			Max ME	Percentage Reporting Yes
			1	2	3		
TOTAL	47	±1	4	82	14	±2	
TOTAL DOD	47	±1	4	82	15	±2	
Army	49	±2	5	80	15	±2	
Navy	51	±2	5	80	15	±2	
Marine Corps	46	±3	3	80	17	±5	
Air Force	40	±2	2	86	11	±2	
COAST GUARD	40	±4	2	87	10	±4	
PAYGRADE							
Enlisted	40	±4	2	86	11	±5	
E1 – E4	41	±7	3	83	13	±9	
E5 – E9	40	±5	1	88	10	±6	
Officers	42	±7	2	91	7	±7	
O1 – O3	41	±10	4	88	7	±12	
O4 – O6	44	±11	NR	94	6	±12	
RACE/ETHNICITY							
White	38	±4	2	88	11	±6	
Total Minority	51	±5	4	86	10	±6	
Black	53	±8	6	87	8	±7	
Hispanic	51	±7	6	81	13	±9	
Other Race/Ethnicity	50	±11	NR	93	7	±14	

Note. Percent responding are Service members who answered the question and who had experienced race/ethnic-related behaviors (Q45/Q46/Q47/Q48). DoD Services are included only in Total and Total DoD categories.

















NR: Not reportable

76. Did any of the following things happen in response to how you handled the situation?**e. You were given an unfair job performance appraisal.**

1. Yes

2. No

3. Don't know

	Percent Responding		Percentages			Max ME	Percentage Reporting Yes
			1	2	3		
TOTAL	46	±1	6	79	15	±2	
TOTAL DOD	46	±1	6	79	15	±2	
Army	48	±2	8	77	16	±3	
Navy	51	±2	7	78	15	±2	
Marine Corps	45	±3	6	77	17	±5	
Air Force	40	±2	4	85	12	±2	
COAST GUARD	40	±4	5	86	10	±4	
PAYGRADE							
Enlisted	40	±4	5	85	10	±5	
E1 – E4	41	±7	5	83	11	±9	
E5 – E9	40	±5	5	86	9	±6	
Officers	41	±7	3	90	7	±7	
O1 – O3	40	±10	3	90	7	±12	
O4 – O6	43	±11	NR	93	7	±12	
RACE/ETHNICITY							
White	37	±4	4	87	10	±6	
Total Minority	51	±5	7	84	9	±6	
Black	54	±8	11	82	7	±8	
Hispanic	50	±7	9	80	12	±9	
Other Race/Ethnicity	50	±11	NR	91	7	±14	

Note. Percent responding are Service members who answered the question and who had experienced race/ethnic-related behaviors (Q45/Q46/Q47/Q48). DoD Services are included only in Total and Total DoD categories.

NR: Not reportable

76. Did any of the following things happen in response to how you handled the situation?**f. You were denied a promotion.**

1. Yes

2. No

3. Don't know

	Percent Responding		Percentages			Max ME	Percentage Reporting Yes
			1	2	3		
TOTAL	46	±1	4	83	13	±1	
TOTAL DOD	47	±1	4	83	13	±2	
Army	48	±2	6	80	14	±2	
Navy	51	±2	4	82	14	±2	
Marine Corps	45	±3	3	81	16	±5	
Air Force	40	±2	2	88	10	±2	
COAST GUARD	40	±4	2	90	8	±4	
PAYGRADE							
Enlisted	40	±4	2	89	8	±5	
E1 – E4	41	±7	2	88	10	±8	
E5 – E9	39	±5	3	90	7	±6	
Officers	41	±7	0	92	8	±7	
O1 – O3	41	±10	NR	91	9	±12	
O4 – O6	43	±11	0	93	7	±12	
RACE/ETHNICITY							
White	37	±4	1	90	9	±5	
Total Minority	51	±5	5	88	7	±6	
Black	54	±8	5	90	4	±7	
Hispanic	51	±7	5	83	11	±10	
Other Race/Ethnicity	49	±11	NR	93	3	±14	

Note. Percent responding are Service members who answered the question and who had experienced race/ethnic-related behaviors (Q45/Q46/Q47/Q48). DoD Services are included only in Total and Total DoD categories.

NR: Not reportable

76. Did any of the following things happen in response to how you handled the situation?**g. You were transferred to a less desirable job.**

1. Yes

2. No

3. Don't know

	Percent Responding		Percentages			Max ME	Percentage Reporting Yes
			1	2	3		
TOTAL	47	±1	4	84	13	±1	
TOTAL DOD	47	±1	4	83	13	±1	
Army	49	±2	4	83	13	±2	
Navy	51	±2	4	82	13	±2	
Marine Corps	46	±3	3	80	16	±5	
Air Force	40	±2	2	87	10	±2	
COAST GUARD	40	±4	1	91	8	±4	
PAYGRADE							
Enlisted	40	±4	1	91	8	±5	
E1 – E4	40	±7	1	89	10	±8	
E5 – E9	40	±5	1	92	7	±5	
Officers	42	±7	0	92	8	±7	
O1 – O3	41	±10	1	90	9	±12	
O4 – O6	44	±11	NR	94	6	±12	
RACE/ETHNICITY							
White	37	±4	0	91	9	±5	
Total Minority	51	±5	2	91	7	±5	
Black	54	±8	4	91	5	±7	
Hispanic	51	±7	3	87	11	±9	
Other Race/Ethnicity	48	±11	NR	97	3	±7	

Note. Percent responding are Service members who answered the question and who had experienced race/ethnic-related behaviors (Q45/Q46/Q47/Q48). DoD Services are included only in Total and Total DoD categories.

NR: Not reportable

77. Do you consider any of the things which you marked as happening to you in response to how you handled the situation to have been retaliation for reporting your experience?

1. Yes
 2. No
 3. Don't know
 4. Does not apply, I did not report my experience or none of the things listed above happened to me

	Percent Responding		Percentages				Max ME
			1	2	3	4	
TOTAL	48	±1	5	72	22	2	±2
TOTAL DOD	48	±1	5	71	22	2	±2
Army	50	±2	6	68	25	2	±3
Navy	52	±2	5	70	24	1	±2
Marine Corps	47	±3	4	70	23	3	±5
Air Force	42	±2	3	78	17	1	±2
COAST GUARD	44	±4	4	80	15	1	±5
PAYGRADE							
Enlisted	44	±4	3	78	17	1	±6
E1 – E4	45	±7	4	74	21	1	±9
E5 – E9	43	±5	3	81	15	1	±6
Officers	43	±7	5	86	8	1	±8
O1 – O3	43	±10	8	83	9	NR	±14
O4 – O6	46	±11	NR	90	7	NR	±13
RACE/ETHNICITY							
White	41	±4	3	82	14	1	±6
Total Minority	53	±5	6	73	19	1	±6
Black	58	±8	9	76	15	0	±9
Hispanic	52	±7	7	66	26	1	±9
Other Race/Ethnicity	51	±11	2	83	13	NR	±12

Note. Percent responding are Service members who answered the question and who had experienced race/ethnic-related behaviors (Q45/Q46/Q47/Q48). DoD Services are included only in Total and Total DoD categories.

NR: Not reportable

78. Please give your opinion about whether the persons below make honest and reasonable efforts to stop racial/ethnic harassment and discrimination, regardless of what is said officially.

a. Senior leadership of my Service

1. Yes

2. No

3. Don't know

	Percent Responding		Percentages			Max ME	Percentage Reporting Yes
			1	2	3		
TOTAL	88	±1	70	10	21	±1	
TOTAL DOD	88	±1	69	10	21	±1	
Army	87	±2	65	12	22	±2	
Navy	89	±1	71	10	19	±2	
Marine Corps	86	±3	72	8	20	±4	
Air Force	90	±1	72	7	21	±2	
COAST GUARD	90	±2	74	7	18	±4	
PAYGRADE							
Enlisted	89	±3	73	7	20	±4	
E1 – E4	89	±4	66	8	26	±7	
E5 – E9	89	±3	78	7	15	±5	
Officers	96	±3	79	8	13	±6	
O1 – O3	96	±4	71	11	18	±10	
O4 – O6	97	±4	88	5	7	±8	
RACE/ETHNICITY							
White	91	±3	77	6	17	±4	
Total Minority	87	±4	64	13	24	±6	
Black	90	±4	56	12	32	±9	
Hispanic	88	±5	63	16	22	±8	
Other Race/Ethnicity	82	±10	73	9	18	±12	

Note. Percent responding are Service members who answered the question. DoD Services are included only in Total and Total DoD categories.



















78. Please give your opinion about whether the persons below make honest and reasonable efforts to stop racial/ethnic harassment and discrimination, regardless of what is said officially.

b. Senior leadership of my installation/ship

1. Yes

2. No

3. Don't know

	Percent Responding		Percentages			Max ME	Percentage Reporting Yes
			1	2	3		
TOTAL	88	±1	69	10	21	±1	
TOTAL DOD	88	±1	69	10	21	±1	
Army	86	±2	64	13	23	±2	
Navy	89	±1	71	11	18	±2	
Marine Corps	86	±3	69	9	22	±4	
Air Force	90	±1	73	7	20	±2	
COAST GUARD	90	±2	74	9	17	±4	
PAYGRADE							
Enlisted	89	±3	72	9	19	±4	
E1 – E4	88	±4	64	10	26	±7	
E5 – E9	89	±3	78	8	14	±5	
Officers	96	±3	82	7	11	±6	
O1 – O3	96	±4	73	10	17	±10	
O4 – O6	97	±4	90	6	4	±8	
RACE/ETHNICITY							
White	91	±3	77	7	16	±4	
Total Minority	86	±4	64	13	23	±6	
Black	90	±4	57	12	31	±9	
Hispanic	88	±5	62	16	22	±8	
Other Race/Ethnicity	82	±10	73	8	18	±12	

Note. Percent responding are Service members who answered the question. DoD Services are included only in Total and Total DoD categories.



















78. Please give your opinion about whether the persons below make honest and reasonable efforts to stop racial/ethnic harassment and discrimination, regardless of what is said officially.

c. My immediate supervisor

1. Yes

2. No

3. Don't know

	Percent Responding		Percentages			Max ME	Percentage Reporting Yes
			1	2	3		
TOTAL	88	±1	71	10	18	±1	
TOTAL DOD	88	±1	71	10	18	±1	
Army	86	±2	68	12	20	±2	
Navy	89	±1	71	12	17	±2	
Marine Corps	86	±3	70	10	20	±4	
Air Force	90	±1	76	7	17	±2	
COAST GUARD	90	±2	73	8	18	±4	
PAYGRADE							
Enlisted	88	±3	71	9	20	±4	
E1 – E4	88	±4	64	11	25	±7	
E5 – E9	89	±3	77	8	16	±5	
Officers	95	±3	81	6	13	±6	
O1 – O3	96	±4	72	10	19	±10	
O4 – O6	96	±5	88	5	7	±9	
RACE/ETHNICITY							
White	91	±3	76	7	17	±4	
Total Minority	86	±4	61	15	24	±6	
Black	90	±4	56	14	29	±9	
Hispanic	87	±5	61	17	22	±8	
Other Race/Ethnicity	82	±10	67	13	20	±12	

Note. Percent responding are Service members who answered the question. DoD Services are included only in Total and Total DoD categories.

79. Has the military paid too much or too little attention to racial/ethnic harassment and discrimination during the past several years?

1. Too much attention

2. The right amount of attention

3. Too little attention

	Percent Responding		Percentages			Max ME
			1	2	3	
TOTAL	90	±1	24	62	14	±1
TOTAL DOD	90	±1	24	62	14	±1
Army	88	±2	24	59	17	±2
Navy	90	±1	21	62	17	±2
Marine Corps	87	±3	29	61	11	±4
Air Force	92	±1	24	66	10	±2
COAST GUARD	94	±2	25	67	8	±4
PAYGRADE						
Enlisted	93	±2	25	66	9	±4
E1 – E4	92	±4	22	68	9	±7
E5 – E9	93	±3	27	65	8	±5
Officers	97	±2	25	68	7	±7
O1 – O3	98	±3	29	63	8	±10
O4 – O6	98	±4	20	76	4	±10
RACE/ETHNICITY						
White	95	±2	28	68	4	±4
Total Minority	89	±4	13	61	27	±5
Black	91	±4	3	49	48	±9
Hispanic	89	±5	9	66	24	±7
Other Race/Ethnicity	87	±8	26	63	11	±13

Note. Percent responding are Service members who answered the question. DoD Services are included only in Total and Total DoD categories.

80. In your work group, to what extent...

a. Would members of your work group feel free to report racial/ethnic harassment and discrimination without fear of reprisals?

1. Not at all
4. Large extent

2. Small extent
5. Very large extent

3. Moderate extent

	Percent Responding		Percentages					Max ME	Average Extent		
			1	2	3	4	5				
TOTAL	89	±1	9	8	23	32	27	±1	3.6	±0.1	
TOTAL DOD	88	±1	9	8	23	32	27	±1	3.6	±0.1	
Army	86	±2	10	9	25	31	25	±2	3.5	±0.1	
Navy	89	±1	11	9	24	32	25	±2	3.5	±0.1	
Marine Corps	86	±3	10	8	22	31	29	±4	3.6	±0.1	
Air Force	91	±1	6	7	20	35	32	±2	3.8	±0.1	
COAST GUARD	92	±2	7	7	24	36	27	±4	3.7	±0.1	
PAYGRADE											
Enlisted	91	±3	8	8	24	33	27	±4	3.6	±0.1	
E1 – E4	88	±5	9	10	30	27	24	±7	3.5	±0.2	
E5 – E9	93	±3	7	6	20	38	28	±5	3.7	±0.2	
Officers	96	±3	2	4	21	44	28	±7	3.9	±0.2	
O1 – O3	96	±4	2	5	24	46	23	±10	3.8	±0.2	
O4 – O6	97	±4	0	4	16	46	34	±11	4.1	±0.2	
RACE/ETHNICITY											
White	93	±3	6	6	23	37	29	±4	3.8	±0.1	
Total Minority	88	±4	9	13	26	32	19	±6	3.4	±0.2	
Black	90	±4	11	14	28	26	21	±9	3.3	±0.3	
Hispanic	88	±5	10	12	29	31	18	±8	3.4	±0.2	
Other Race/Ethnicity	85	±9	6	15	20	41	19	±12	3.5	±0.3	

Note. Percent responding are Service members who answered the question. DoD Services are included only in Total and Total DoD categories.

80. In your work group, to what extent...

b. Would complaints about racial/ethnic harassment and discrimination be taken seriously?

1. Not at all
4. Large extent

2. Small extent
5. Very large extent

3. Moderate extent

	Percent Responding		Percentages					Max ME	Average Extent		
			1	2	3	4	5				
TOTAL	88	±1	6	7	17	31	40	±1	3.9	±0.1	
TOTAL DOD	88	±1	6	7	17	31	39	±1	3.9	±0.1	
Army	86	±2	7	8	19	31	34	±2	3.8	±0.1	
Navy	89	±1	7	6	18	31	39	±2	3.9	±0.1	
Marine Corps	86	±3	6	7	14	30	43	±4	4.0	±0.1	
Air Force	91	±1	4	5	14	31	45	±2	4.1	±0.1	
COAST GUARD	91	±2	4	4	15	35	42	±4	4.1	±0.1	
PAYGRADE											
Enlisted	90	±3	5	5	16	34	40	±4	4.0	±0.1	
E1 – E4	87	±5	7	7	21	31	34	±7	3.8	±0.2	
E5 – E9	92	±3	4	3	13	37	43	±5	4.1	±0.1	
Officers	96	±3	1	2	9	38	50	±7	4.3	±0.1	
O1 – O3	96	±4	1	3	12	39	45	±10	4.3	±0.2	
O4 – O6	97	±4	0	1	5	39	54	±11	4.5	±0.2	
RACE/ETHNICITY											
White	92	±3	4	3	13	35	45	±5	4.1	±0.1	
Total Minority	88	±4	5	8	21	35	31	±5	3.8	±0.2	
Black	90	±4	5	9	21	35	30	±9	3.8	±0.2	
Hispanic	89	±5	7	8	23	31	31	±8	3.7	±0.2	
Other Race/Ethnicity	85	±9	NR	7	17	40	33	±11	3.9	±0.3	

Note. Percent responding are Service members who answered the question. DoD Services are included only in Total and Total DoD categories.

NR: Not reportable

80. In your work group, to what extent...

c. Would people be able to get away with racial/ethnic harassment and discrimination?

1. Not at all
4. Large extent

2. Small extent
5. Very large extent

3. Moderate extent

	Percent Responding		Percentages					Max ME	Average Extent		
			1	2	3	4	5				
TOTAL	88	±1	50	22	15	7	6	±1	2.0	±0.1	
TOTAL DOD	88	±1	49	23	15	7	6	±1	2.0	±0.1	
Army	86	±2	45	23	17	9	6	±2	2.1	±0.1	
Navy	89	±1	49	22	16	8	5	±2	2.0	±0.1	
Marine Corps	86	±3	50	25	14	6	4	±4	1.9	±0.1	
Air Force	91	±1	55	22	12	6	6	±2	1.9	±0.1	
COAST GUARD	91	±2	56	20	13	6	6	±4	1.9	±0.1	
PAYGRADE											
Enlisted	90	±3	54	20	14	6	6	±4	1.9	±0.1	
E1 – E4	87	±5	47	19	18	7	8	±7	2.1	±0.2	
E5 – E9	93	±3	58	20	12	5	5	±5	1.8	±0.2	
Officers	96	±3	62	24	7	4	3	±7	1.6	±0.2	
O1 – O3	96	±4	61	22	8	7	3	±10	1.7	±0.3	
O4 – O6	97	±4	62	30	3	1	5	±11	1.6	±0.2	
RACE/ETHNICITY											
White	93	±3	58	20	11	5	5	±5	1.8	±0.1	
Total Minority	87	±4	45	23	19	7	6	±6	2.1	±0.2	
Black	90	±4	36	22	23	9	9	±9	2.3	±0.2	
Hispanic	87	±5	47	21	19	8	4	±8	2.0	±0.2	
Other Race/Ethnicity	85	±9	49	28	15	3	5	±11	1.9	±0.3	

Note. Percent responding are Service members who answered the question. DoD Services are included only in Total and Total DoD categories.

80. In your work group, to what extent...

d. Are policies forbidding racial/ethnic harassment and discrimination publicized?

1. Not at all
4. Large extent

2. Small extent
5. Very large extent

3. Moderate extent

	Percent Responding		Percentages					Max ME	Average Extent		
			1	2	3	4	5				
TOTAL	88	±1	9	8	21	28	34	±1	3.7	±0.1	
TOTAL DOD	88	±1	9	8	21	28	35	±1	3.7	±0.1	
Army	86	±2	9	7	21	27	35	±2	3.7	±0.1	
Navy	89	±1	10	9	22	28	30	±2	3.6	±0.1	
Marine Corps	86	±3	11	9	20	26	35	±4	3.6	±0.1	
Air Force	91	±1	7	7	19	28	38	±2	3.8	±0.1	
COAST GUARD	91	±2	8	8	23	30	31	±4	3.7	±0.1	
PAYGRADE											
Enlisted	90	±3	10	8	24	28	30	±4	3.6	±0.2	
E1 – E4	87	±5	12	11	29	24	24	±7	3.4	±0.2	
E5 – E9	92	±3	8	6	21	31	34	±5	3.8	±0.2	
Officers	96	±3	4	6	19	35	36	±7	3.9	±0.2	
O1 – O3	96	±4	5	8	26	33	29	±10	3.7	±0.3	
O4 – O6	97	±4	1	4	12	40	43	±11	4.2	±0.2	
RACE/ETHNICITY											
White	92	±3	8	7	23	30	33	±4	3.7	±0.2	
Total Minority	87	±4	11	11	25	28	25	±5	3.5	±0.2	
Black	90	±4	11	10	25	26	27	±9	3.5	±0.2	
Hispanic	87	±5	14	9	27	28	22	±8	3.4	±0.2	
Other Race/Ethnicity	85	±9	6	14	22	29	28	±12	3.6	±0.3	

Note. Percent responding are Service members who answered the question. DoD Services are included only in Total and Total DoD categories.

80. In your work group, to what extent...

e. Are complaint procedures related to racial/ethnic harassment and discrimination publicized?

1. Not at all
4. Large extent



















2. Small extent
5. Very large extent

3. Moderate extent

	Percent Responding		Percentages					Max ME	Average Extent		
			1	2	3	4	5				
TOTAL	88	±1	12	11	24	25	28	±1	3.4	±0.1	
TOTAL DOD	88	±1	12	11	24	25	28	±1	3.4	±0.1	
Army	86	±2	13	11	23	24	29	±2	3.5	±0.1	
Navy	89	±1	14	12	25	25	24	±2	3.3	±0.1	
Marine Corps	86	±3	14	12	24	21	28	±3	3.4	±0.1	
Air Force	90	±1	10	11	23	26	31	±2	3.6	±0.1	
COAST GUARD	91	±2	11	12	25	27	25	±4	3.4	±0.1	
PAYGRADE											
Enlisted	89	±3	13	12	26	25	24	±4	3.4	±0.2	
E1 – E4	86	±5	15	16	29	20	20	±7	3.1	±0.2	
E5 – E9	92	±3	11	10	25	28	27	±5	3.5	±0.2	
Officers	96	±3	5	10	21	34	30	±7	3.7	±0.2	
O1 – O3	96	±4	5	16	26	33	20	±10	3.5	±0.3	
O4 – O6	96	±5	1	6	15	41	37	±11	4.1	±0.2	
RACE/ETHNICITY											
White	92	±3	10	11	25	27	27	±4	3.5	±0.2	
Total Minority	87	±4	15	16	27	25	17	±5	3.1	±0.2	
Black	90	±4	17	13	26	22	22	±9	3.2	±0.3	
Hispanic	87	±5	17	17	30	25	11	±8	3.0	±0.2	
Other Race/Ethnicity	83	±9	9	16	23	29	22	±12	3.4	±0.3	

Note. Percent responding are Service members who answered the question. DoD Services are included only in Total and Total DoD categories.

81. At your current duty station, would you know how to report experiences of race/ethnic harassment and/or discrimination?

	Percent Responding		Percentages	Max ME	Percentage Reporting Yes
			Yes		
TOTAL	90	±1	91	±1	
TOTAL DOD	90	±1	91	±1	
Army	88	±2	91	±2	
Navy	90	±1	89	±1	
Marine Corps	87	±3	89	±3	
Air Force	93	±1	92	±1	
COAST GUARD	94	±2	93	±3	
PAYGRADE					
Enlisted	93	±2	92	±3	
E1 – E4	90	±4	90	±5	
E5 – E9	94	±3	94	±3	
Officers	97	±2	95	±4	
O1 – O3	98	±3	92	±8	
O4 – O6	98	±4	97	±6	
RACE/ETHNICITY					
White	95	±2	94	±3	
Total Minority	90	±4	90	±4	
Black	92	±4	92	±5	
Hispanic	90	±5	87	±7	
Other Race/Ethnicity	87	±9	92	±10	

Note. Percent responding are Service members who answered the question. DoD Services are included only in Total and Total DoD categories.

82. At your installation/ship, to what extent...**a. Would Service members feel free to report racial/ethnic harassment and discrimination without fear of reprisals?**

1. Not at all
4. Large extent

2. Small extent
5. Very large extent

3. Moderate extent

	Percent Responding		Percentages					Max ME	Average Extent		
			1	2	3	4	5				
TOTAL	85	±1	6	7	23	33	30	±1	3.7	±0.1	
TOTAL DOD	85	±1	6	7	23	33	30	±1	3.7	±0.1	
Army	83	±2	7	8	26	31	28	±2	3.7	±0.1	
Navy	87	±1	7	8	22	34	28	±2	3.7	±0.1	
Marine Corps	83	±3	7	7	22	32	32	±4	3.8	±0.1	
Air Force	88	±1	4	6	21	35	34	±2	3.9	±0.1	
COAST GUARD	90	±2	4	5	21	39	31	±4	3.9	±0.1	
PAYGRADE											
Enlisted	89	±3	5	6	22	37	30	±4	3.8	±0.1	
E1 – E4	87	±5	7	7	32	31	23	±7	3.6	±0.2	
E5 – E9	90	±3	3	5	16	41	34	±5	4.0	±0.1	
Officers	96	±3	2	5	15	44	34	±7	4.0	±0.2	
O1 – O3	95	±4	2	7	16	45	31	±10	4.0	±0.2	
O4 – O6	97	±4	0	3	11	46	40	±11	4.2	±0.2	
RACE/ETHNICITY											
White	91	±3	4	3	20	40	33	±5	3.9	±0.1	
Total Minority	86	±4	6	13	25	32	24	±5	3.6	±0.2	
Black	87	±5	5	15	30	27	23	±9	3.5	±0.2	
Hispanic	87	±5	5	13	27	32	23	±8	3.5	±0.2	
Other Race/Ethnicity	84	±9	6	13	17	37	27	±12	3.7	±0.3	

Note. Percent responding are Service members who answered the question. DoD Services are included only in Total and Total DoD categories.

82. At your installation/ship, to what extent...

b. Would complaints about racial/ethnic harassment and discrimination be taken seriously?

1. Not at all
4. Large extent

2. Small extent
5. Very large extent

3. Moderate extent

	Percent Responding		Percentages					Max ME	Average Extent		
			1	2	3	4	5				
TOTAL	85	±1	4	6	18	33	39	±1	4.0	±0.1	
TOTAL DOD	85	±1	4	6	18	33	39	±1	4.0	±0.1	
Army	82	±2	5	7	21	32	34	±2	3.8	±0.1	
Navy	87	±1	5	6	18	33	38	±2	3.9	±0.1	
Marine Corps	83	±3	5	5	17	32	41	±4	4.0	±0.1	
Air Force	87	±1	3	4	16	34	44	±2	4.1	±0.1	
COAST GUARD	90	±2	3	4	13	36	44	±4	4.1	±0.1	
PAYGRADE											
Enlisted	89	±3	3	4	15	35	42	±4	4.1	±0.1	
E1 – E4	86	±5	5	6	21	33	34	±7	3.9	±0.2	
E5 – E9	90	±3	2	3	10	37	48	±5	4.2	±0.1	
Officers	96	±3	1	2	9	39	49	±7	4.3	±0.1	
O1 – O3	95	±4	0	4	10	41	45	±11	4.3	±0.2	
O4 – O6	97	±4	NR	0	2	41	56	±11	4.5	±0.2	
RACE/ETHNICITY											
White	91	±3	3	3	13	36	46	±5	4.2	±0.1	
Total Minority	86	±4	4	8	17	37	35	±6	3.9	±0.2	
Black	88	±5	4	8	24	33	32	±9	3.8	±0.2	
Hispanic	86	±5	4	10	18	33	36	±8	3.9	±0.2	
Other Race/Ethnicity	84	±9	NR	4	9	46	38	±12	4.1	±0.3	

Note. Percent responding are Service members who answered the question. DoD Services are included only in Total and Total DoD categories.

NR: Not reportable

82. At your installation/ship, to what extent...

c. Would people be able to get away with racial/ethnic harassment and discrimination?

1. Not at all
4. Large extent

2. Small extent
5. Very large extent

3. Moderate extent

	Percent Responding		Percentages					Max ME	Average Extent		
			1	2	3	4	5				
TOTAL	85	±1	47	24	17	6	6	±1	2.0	±0.1	
TOTAL DOD	85	±1	47	24	17	7	6	±1	2.0	±0.1	
Army	83	±2	42	25	19	7	6	±2	2.1	±0.1	
Navy	87	±1	49	24	16	7	5	±2	2.0	±0.1	
Marine Corps	83	±3	49	23	17	6	5	±4	2.0	±0.1	
Air Force	87	±1	51	24	14	5	6	±2	1.9	±0.1	
COAST GUARD	90	±2	56	22	14	5	4	±4	1.8	±0.1	
PAYGRADE											
Enlisted	89	±3	55	21	15	5	4	±5	1.8	±0.1	
E1 – E4	87	±5	50	19	22	6	3	±7	1.9	±0.2	
E5 – E9	90	±3	58	23	10	5	5	±5	1.8	±0.2	
Officers	95	±3	60	26	8	3	3	±7	1.6	±0.2	
O1 – O3	94	±4	52	29	10	3	5	±10	1.8	±0.3	
O4 – O6	97	±4	63	29	4	1	3	±11	1.5	±0.2	
RACE/ETHNICITY											
White	91	±3	58	21	12	5	4	±5	1.7	±0.1	
Total Minority	86	±4	46	25	20	5	4	±6	2.0	±0.2	
Black	88	±5	42	24	23	5	7	±9	2.1	±0.2	
Hispanic	87	±5	44	25	22	5	4	±8	2.0	±0.2	
Other Race/Ethnicity	84	±9	52	27	14	5	2	±11	1.8	±0.2	

Note. Percent responding are Service members who answered the question. DoD Services are included only in Total and Total DoD categories.



















82. At your installation/ship, to what extent...

d. Are policies forbidding racial/ethnic harassment and discrimination publicized?

1. Not at all
4. Large extent

2. Small extent
5. Very large extent

3. Moderate extent

	Percent Responding		Percentages					Max ME	Average Extent		
			1	2	3	4	5				
TOTAL	85	±1	7	9	23	29	32	±1	3.7	±0.1	
TOTAL DOD	85	±1	7	9	23	29	32	±1	3.7	±0.1	
Army	82	±2	7	8	23	29	33	±2	3.7	±0.1	
Navy	86	±1	9	11	24	28	28	±2	3.6	±0.1	
Marine Corps	83	±3	10	8	22	27	34	±4	3.7	±0.1	
Air Force	87	±1	5	8	22	29	35	±2	3.8	±0.1	
COAST GUARD	90	±3	6	9	22	33	30	±4	3.7	±0.1	
PAYGRADE											
Enlisted	88	±3	7	10	24	30	29	±4	3.6	±0.1	
E1 – E4	86	±5	10	13	28	26	22	±7	3.4	±0.2	
E5 – E9	90	±3	5	8	21	33	33	±5	3.8	±0.2	
Officers	95	±3	2	7	16	41	33	±7	4.0	±0.2	
O1 – O3	95	±4	2	11	18	44	24	±10	3.8	±0.2	
O4 – O6	97	±4	2	3	12	45	37	±11	4.1	±0.2	
RACE/ETHNICITY											
White	91	±3	5	9	21	33	31	±4	3.8	±0.1	
Total Minority	86	±4	8	12	25	31	24	±5	3.5	±0.2	
Black	87	±5	9	16	29	24	23	±10	3.4	±0.2	
Hispanic	86	±6	8	9	28	35	21	±8	3.5	±0.2	
Other Race/Ethnicity	84	±9	8	15	18	30	29	±12	3.6	±0.3	

Note. Percent responding are Service members who answered the question. DoD Services are included only in Total and Total DoD categories.













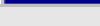





82. At your installation/ship, to what extent...

e. Are complaint procedures related to racial/ethnic harassment and discrimination publicized?

1. Not at all
4. Large extent

2. Small extent
5. Very large extent

3. Moderate extent

	Percent Responding		Percentages					Max ME	Average Extent		
			1	2	3	4	5				
TOTAL	85	±1	9	11	25	26	29	±1	3.5	±0.1	
TOTAL DOD	85	±1	9	11	25	26	29	±1	3.5	±0.1	
Army	82	±2	9	10	24	26	30	±2	3.6	±0.1	
Navy	86	±1	11	13	25	26	25	±2	3.4	±0.1	
Marine Corps	82	±3	12	10	24	24	30	±4	3.5	±0.1	
Air Force	87	±1	7	10	25	27	32	±2	3.7	±0.1	
COAST GUARD	89	±3	8	11	27	28	26	±4	3.5	±0.1	
PAYGRADE											
Enlisted	88	±3	9	12	28	26	25	±4	3.5	±0.1	
E1 – E4	86	±5	11	14	34	23	18	±7	3.2	±0.2	
E5 – E9	89	±3	8	11	24	28	30	±5	3.6	±0.2	
Officers	95	±3	3	8	23	36	31	±7	3.8	±0.2	
O1 – O3	94	±4	1	12	30	36	22	±11	3.6	±0.2	
O4 – O6	97	±4	2	3	16	44	36	±11	4.1	±0.2	
RACE/ETHNICITY											
White	90	±3	7	10	26	29	28	±4	3.6	±0.1	
Total Minority	86	±4	11	16	27	26	19	±5	3.3	±0.2	
Black	87	±5	11	21	27	21	20	±9	3.2	±0.2	
Hispanic	87	±5	13	14	32	27	15	±8	3.2	±0.2	
Other Race/Ethnicity	83	±9	9	15	21	29	26	±12	3.5	±0.3	

Note. Percent responding are Service members who answered the question. DoD Services are included only in Total and Total DoD categories.

82. At your installation/ship, to what extent...

f. Is the availability of complaint hotlines publicized?

1. Not at all
4. Large extent

2. Small extent
5. Very large extent

3. Moderate extent

	Percent Responding		Percentages					Max ME	Average Extent		
			1	2	3	4	5				
TOTAL	85	±1	12	15	28	23	22	±1	3.3	±0.1	
TOTAL DOD	85	±1	12	15	28	23	22	±1	3.3	±0.1	
Army	82	±2	11	14	28	23	23	±2	3.3	±0.1	
Navy	87	±1	14	17	27	23	19	±2	3.1	±0.1	
Marine Corps	82	±3	16	16	29	19	20	±4	3.1	±0.1	
Air Force	88	±1	9	14	28	25	25	±2	3.4	±0.1	
COAST GUARD	89	±3	14	19	31	21	15	±4	3.0	±0.1	
PAYGRADE											
Enlisted	88	±3	16	17	31	20	15	±4	3.0	±0.2	
E1 – E4	85	±5	20	17	39	14	10	±7	2.8	±0.2	
E5 – E9	90	±3	13	18	26	25	19	±5	3.2	±0.2	
Officers	95	±3	8	24	29	23	15	±7	3.1	±0.2	
O1 – O3	95	±4	11	29	27	22	10	±10	2.9	±0.3	
O4 – O6	95	±5	7	22	30	26	15	±11	3.2	±0.3	
RACE/ETHNICITY											
White	90	±3	14	18	31	21	16	±4	3.1	±0.2	
Total Minority	86	±4	15	21	31	21	11	±6	2.9	±0.2	
Black	87	±5	16	19	38	15	12	±10	2.9	±0.2	
Hispanic	86	±5	15	23	32	21	10	±9	2.9	±0.2	
Other Race/Ethnicity	84	±9	15	19	25	28	13	±11	3.1	±0.3	

Note. Percent responding are Service members who answered the question. DoD Services are included only in Total and Total DoD categories.

82. At your installation/ship, to what extent...

g. Do people feel free to sit wherever they choose in dining halls regardless of race/ethnicity?

1. Not at all
4. Large extent

2. Small extent
5. Very large extent

3. Moderate extent

	Percent Responding		Percentages					Max ME	Average Extent		
			1	2	3	4	5				
TOTAL	85	±1	4	3	14	28	51	±1	4.2	±0.1	
TOTAL DOD	85	±1	4	3	14	28	51	±1	4.2	±0.1	
Army	83	±2	5	4	15	28	48	±2	4.1	±0.1	
Navy	87	±1	4	4	15	30	47	±2	4.1	±0.1	
Marine Corps	83	±3	5	3	14	23	55	±4	4.2	±0.1	
Air Force	87	±1	3	2	11	28	57	±2	4.3	±0.1	
COAST GUARD	89	±3	3	2	11	28	56	±4	4.3	±0.1	
PAYGRADE											
Enlisted	88	±3	4	2	12	29	54	±5	4.3	±0.1	
E1 – E4	86	±5	5	3	17	26	49	±7	4.1	±0.2	
E5 – E9	89	±3	3	1	8	31	58	±5	4.4	±0.1	
Officers	94	±4	1	1	7	27	64	±7	4.5	±0.1	
O1 – O3	93	±5	0	1	7	24	67	±10	4.6	±0.2	
O4 – O6	96	±5	1	0	2	29	68	±11	4.6	±0.2	
RACE/ETHNICITY											
White	90	±3	3	1	11	27	58	±5	4.4	±0.1	
Total Minority	85	±4	3	2	11	33	50	±6	4.2	±0.2	
Black	87	±5	1	5	13	25	56	±8	4.3	±0.2	
Hispanic	85	±6	3	2	16	35	44	±8	4.1	±0.2	
Other Race/Ethnicity	84	±9	NR	1	2	37	54	±12	4.4	±0.3	

Note. Percent responding are Service members who answered the question. DoD Services are included only in Total and Total DoD categories.
NR: Not reportable

82. At your installation/ship, to what extent...

h. Do people feel free to use any recreation facilities regardless of race/ethnicity?

1. Not at all
4. Large extent

2. Small extent
5. Very large extent

3. Moderate extent

	Percent Responding		Percentages					Max ME	Average Extent		
			1	2	3	4	5				
TOTAL	85	±1	4	3	13	28	53	±1	4.2	±0.1	
TOTAL DOD	85	±1	4	3	13	28	53	±1	4.2	±0.1	
Army	82	±2	5	4	15	28	49	±2	4.1	±0.1	
Navy	87	±1	4	3	13	30	50	±2	4.2	±0.1	
Marine Corps	83	±3	6	3	12	23	57	±4	4.2	±0.1	
Air Force	87	±1	3	2	10	27	58	±2	4.4	±0.1	
COAST GUARD	89	±3	3	1	11	27	58	±4	4.3	±0.1	
PAYGRADE											
Enlisted	88	±3	4	2	12	27	55	±5	4.3	±0.1	
E1 – E4	86	±5	5	3	18	24	50	±7	4.1	±0.2	
E5 – E9	89	±3	3	0	8	30	59	±5	4.4	±0.1	
Officers	95	±3	1	0	7	25	67	±7	4.6	±0.1	
O1 – O3	95	±4	1	1	7	23	68	±10	4.6	±0.2	
O4 – O6	95	±5	NR	NR	0	30	69	±11	4.6	±0.2	
RACE/ETHNICITY											
White	91	±3	3	1	11	25	60	±5	4.4	±0.1	
Total Minority	85	±4	4	1	12	32	51	±6	4.2	±0.2	
Black	86	±5	2	1	14	25	57	±9	4.3	±0.2	
Hispanic	86	±5	5	1	16	34	43	±8	4.1	±0.2	
Other Race/Ethnicity	83	±9	NR	1	3	34	58	±12	4.4	±0.3	

Note. Percent responding are Service members who answered the question. DoD Services are included only in Total and Total DoD categories.

NR: Not reportable

82. At your installation/ship, to what extent...**i. Are racist/extremist organizations or activities a problem?**

1. Not at all
4. Large extent

2. Small extent
5. Very large extent

3. Moderate extent

	Percent Responding		Percentages					Max ME	Average Extent		
			1	2	3	4	5				
TOTAL	85	±1	74	12	9	2	2	±1	1.5	±0.1	
TOTAL DOD	85	±1	74	12	9	2	2	±1	1.5	±0.1	
Army	82	±2	68	16	11	3	2	±2	1.6	±0.1	
Navy	87	±1	77	10	9	2	2	±2	1.4	±0.1	
Marine Corps	83	±3	77	9	9	1	3	±3	1.4	±0.1	
Air Force	88	±1	78	11	8	2	2	±2	1.4	±0.1	
COAST GUARD	90	±2	83	8	7	2	1	±3	1.3	±0.1	
PAYGRADE											
Enlisted	88	±3	82	7	7	2	1	±4	1.3	±0.1	
E1 – E4	87	±5	77	6	13	2	1	±7	1.4	±0.2	
E5 – E9	90	±3	86	8	3	2	1	±4	1.3	±0.1	
Officers	96	±3	85	10	4	1	0	±6	1.2	±0.1	
O1 – O3	95	±4	82	12	5	0	1	±9	1.3	±0.2	
O4 – O6	97	±4	92	6	1	1	NR	±8	1.1	±0.1	
RACE/ETHNICITY											
White	91	±3	83	7	7	2	1	±4	1.3	±0.1	
Total Minority	86	±4	81	10	6	1	2	±5	1.3	±0.1	
Black	86	±5	82	10	7	0	1	±6	1.3	±0.1	
Hispanic	87	±5	80	8	8	2	2	±8	1.4	±0.2	
Other Race/Ethnicity	84	±9	80	13	3	1	3	±11	1.3	±0.2	

Note. Percent responding are Service members who answered the question. DoD Services are included only in Total and Total DoD categories.

NR: Not reportable

82. At your installation/ship, to what extent...

j. Are hate crimes/activities a problem?

1. Not at all
4. Large extent

2. Small extent
5. Very large extent

3. Moderate extent

	Percent Responding		Percentages					Max ME	Average Extent		
			1	2	3	4	5				
TOTAL	85	±1	77	11	8	2	2	±1	1.4	±0.1	
TOTAL DOD	84	±1	77	11	8	2	2	±1	1.4	±0.1	
Army	82	±2	71	15	10	2	2	±2	1.5	±0.1	
Navy	86	±1	79	10	7	2	2	±2	1.4	±0.1	
Marine Corps	82	±3	79	9	8	1	2	±3	1.4	±0.1	
Air Force	87	±1	81	9	7	1	2	±2	1.3	±0.1	
COAST GUARD	89	±3	85	6	6	1	1	±3	1.3	±0.1	
PAYGRADE											
Enlisted	88	±3	85	6	7	2	1	±4	1.3	±0.1	
E1 – E4	85	±5	79	5	13	2	0	±7	1.4	±0.2	
E5 – E9	90	±3	88	6	3	2	1	±4	1.2	±0.1	
Officers	96	±3	87	8	5	0	0	±5	1.2	±0.1	
O1 – O3	95	±4	85	9	5	0	1	±9	1.2	±0.2	
O4 – O6	97	±4	95	3	2	NR	NR	±7	1.1	±0.1	
RACE/ETHNICITY											
White	90	±3	86	6	6	2	1	±4	1.2	±0.1	
Total Minority	85	±4	83	7	8	1	1	±5	1.3	±0.1	
Black	86	±5	84	8	7	1	1	±6	1.3	±0.1	
Hispanic	86	±5	83	6	9	1	1	±8	1.3	±0.2	
Other Race/Ethnicity	83	±9	82	9	6	NR	3	±10	1.3	±0.2	

Note. Percent responding are Service members who answered the question. DoD Services are included only in Total and Total DoD categories.

NR: Not reportable



















82. At your installation/ship, to what extent...

k. Are gang activities a problem?

1. Not at all
4. Large extent

2. Small extent
5. Very large extent

3. Moderate extent

	Percent Responding		Percentages					Max ME	Average Extent		
			1	2	3	4	5				
TOTAL	85	±1	73	14	9	2	1	±1	1.4	±0.1	
TOTAL DOD	85	±1	73	15	9	2	1	±1	1.4	±0.1	
Army	83	±2	67	18	12	2	1	±2	1.5	±0.1	
Navy	87	±1	78	11	7	2	2	±2	1.4	±0.1	
Marine Corps	83	±3	76	12	10	1	2	±3	1.4	±0.1	
Air Force	87	±1	75	14	8	1	1	±2	1.4	±0.1	
COAST GUARD	90	±3	84	8	6	1	1	±3	1.3	±0.1	
PAYGRADE											
Enlisted	88	±3	83	8	7	1	1	±4	1.3	±0.1	
E1 – E4	86	±5	80	6	11	2	1	±7	1.4	±0.2	
E5 – E9	90	±3	86	9	4	0	1	±4	1.2	±0.1	
Officers	95	±3	87	9	4	0	0	±5	1.2	±0.1	
O1 – O3	95	±4	83	12	5	0	0	±9	1.2	±0.2	
O4 – O6	97	±4	92	6	2	NR	NR	±8	1.1	±0.1	
RACE/ETHNICITY											
White	91	±3	84	8	6	1	1	±4	1.3	±0.1	
Total Minority	86	±4	84	7	7	1	1	±5	1.3	±0.1	
Black	88	±5	88	7	4	1	0	±6	1.2	±0.1	
Hispanic	87	±5	81	7	11	1	1	±9	1.3	±0.2	
Other Race/Ethnicity	84	±9	86	9	4	1	1	±10	1.2	±0.2	

Note. Percent responding are Service members who answered the question. DoD Services are included only in Total and Total DoD categories.

NR: Not reportable

82. At your installation/ship, to what extent...**I. Are racist/extremist organizations or activities a problem in the local community around your installation?**

1. Not at all
4. Large extent

2. Small extent
5. Very large extent

3. Moderate extent

	Percent Responding		Percentages					Max ME	Average Extent		
			1	2	3	4	5				
TOTAL	85	±1	65	20	11	2	2	±1	1.6	±0.1	■
TOTAL DOD	85	±1	65	20	11	2	2	±1	1.6	±0.1	■
Army	83	±2	60	22	13	2	2	±2	1.6	±0.1	■
Navy	87	±1	70	17	10	2	2	±2	1.5	±0.1	■
Marine Corps	83	±3	68	17	11	1	2	±4	1.5	±0.1	■
Air Force	87	±1	64	22	11	2	1	±2	1.6	±0.1	■
COAST GUARD	90	±3	73	17	8	1	1	±4	1.4	±0.1	■
PAYGRADE											
Enlisted	88	±3	74	15	8	1	1	±4	1.4	±0.1	■
E1 – E4	86	±5	76	9	12	2	1	±7	1.4	±0.2	■
E5 – E9	90	±3	73	20	6	1	1	±5	1.4	±0.1	■
Officers	95	±3	70	21	8	1	0	±7	1.4	±0.1	■
O1 – O3	95	±4	73	16	10	NR	0	±10	1.4	±0.2	■
O4 – O6	96	±5	63	30	5	NR	NR	±11	1.5	±0.2	■
RACE/ETHNICITY											
White	91	±3	73	17	8	1	1	±4	1.4	±0.1	■
Total Minority	86	±4	75	15	9	1	0	±5	1.4	±0.1	■
Black	88	±5	72	18	8	0	1	±7	1.4	±0.2	■
Hispanic	87	±5	79	10	10	0	0	±7	1.3	±0.2	■
Other Race/Ethnicity	84	±9	71	20	8	1	NR	±11	1.4	±0.2	■

Note. Percent responding are Service members who answered the question. DoD Services are included only in Total and Total DoD categories.

NR: Not reportable



















82. At your installation/ship, to what extent...

m. Are hate groups/extremist activities a problem in the local community around your installation?

1. Not at all
4. Large extent

2. Small extent
5. Very large extent

3. Moderate extent

	Percent Responding		Percentages					Max ME	Average Extent		
			1	2	3	4	5				
TOTAL	85	±1	66	20	11	2	2	±1	1.5	±0.1	
TOTAL DOD	85	±1	66	20	11	2	2	±1	1.5	±0.1	
Army	82	±2	61	22	13	2	2	±2	1.6	±0.1	
Navy	87	±1	71	16	9	2	2	±2	1.5	±0.1	
Marine Corps	83	±3	69	18	10	1	2	±4	1.5	±0.1	
Air Force	87	±1	65	22	10	2	1	±2	1.5	±0.1	
COAST GUARD	90	±2	76	15	8	1	1	±4	1.4	±0.1	
PAYGRADE											
Enlisted	89	±3	76	13	8	1	1	±4	1.4	±0.1	
E1 – E4	87	±5	76	9	12	2	1	±7	1.4	±0.2	
E5 – E9	90	±3	76	16	6	1	1	±5	1.3	±0.1	
Officers	96	±3	74	20	6	0	0	±6	1.3	±0.1	
O1 – O3	95	±4	75	16	9	0	0	±9	1.3	±0.2	
O4 – O6	97	±4	67	30	3	NR	NR	±11	1.4	±0.2	
RACE/ETHNICITY											
White	91	±3	75	15	8	1	1	±4	1.4	±0.1	
Total Minority	86	±4	77	14	9	0	0	±5	1.3	±0.1	
Black	88	±5	76	16	6	0	1	±7	1.3	±0.2	
Hispanic	87	±5	80	9	10	0	0	±7	1.3	±0.2	
Other Race/Ethnicity	84	±9	73	18	8	1	NR	±11	1.4	±0.2	

Note. Percent responding are Service members who answered the question. DoD Services are included only in Total and Total DoD categories.

NR: Not reportable

83. To what extent...

a. Do you feel uneasy being around people who are of race/ethnic backgrounds different from yours?

1. Not at all
4. Large extent

2. Small extent
5. Very large extent

3. Moderate extent

	Percent Responding		Percentages					Max ME	Average Extent		
			1	2	3	4	5				
TOTAL	86	±1	81	12	5	1	1	±1	1.3	±0.1	
TOTAL DOD	86	±1	81	12	6	1	1	±1	1.3	±0.1	
Army	84	±2	79	12	7	1	1	±2	1.3	±0.1	
Navy	87	±1	80	13	5	1	1	±2	1.3	±0.1	
Marine Corps	83	±3	83	10	6	0	1	±3	1.2	±0.1	
Air Force	89	±1	83	11	4	1	0	±2	1.2	±0.1	
COAST GUARD	91	±2	83	11	4	1	1	±3	1.2	±0.1	
PAYGRADE											
Enlisted	90	±3	84	11	4	1	1	±4	1.2	±0.1	
E1 – E4	88	±5	82	11	4	1	1	±6	1.3	±0.1	
E5 – E9	91	±3	85	10	4	0	0	±4	1.2	±0.1	
Officers	95	±3	83	13	3	1	0	±6	1.2	±0.1	
O1 – O3	94	±5	77	17	3	2	0	±10	1.3	±0.2	
O4 – O6	98	±4	89	8	3	NR	NR	±9	1.1	±0.1	
RACE/ETHNICITY											
White	92	±3	85	10	4	1	1	±4	1.2	±0.1	
Total Minority	86	±4	79	15	5	1	1	±5	1.3	±0.1	
Black	88	±5	75	21	3	1	0	±8	1.3	±0.1	
Hispanic	87	±5	79	13	7	0	0	±9	1.3	±0.2	
Other Race/Ethnicity	84	±9	83	12	2	NR	1	±10	1.3	±0.2	

Note. Percent responding are Service members who answered the question. DoD Services are included only in Total and Total DoD categories.

NR: Not reportable

83. To what extent...

b. Have you felt pressure from Service members who are of your race/ethnicity not to socialize with members of other race/ethnic groups?

1. Not at all
4. Large extent

2. Small extent
5. Very large extent

3. Moderate extent

	Percent Responding		Percentages					Max ME	Average Extent		
			1	2	3	4	5				
TOTAL	86	±1	88	7	5	1	0	±1	1.2	±0.1	
TOTAL DOD	86	±1	88	7	5	1	0	±1	1.2	±0.1	
Army	84	±2	86	7	5	1	0	±2	1.2	±0.1	
Navy	87	±1	86	8	5	1	1	±2	1.2	±0.1	
Marine Corps	83	±3	88	7	4	1	0	±3	1.2	±0.1	
Air Force	88	±1	91	5	4	0	0	±1	1.1	±0.1	
COAST GUARD	91	±2	92	5	3	0	0	±3	1.1	±0.1	
PAYGRADE											
Enlisted	89	±3	91	6	3	0	0	±3	1.1	±0.1	
E1 – E4	88	±5	89	6	4	1	0	±6	1.2	±0.1	
E5 – E9	90	±3	92	5	2	0	0	±4	1.1	±0.1	
Officers	96	±3	94	4	2	0	0	±4	1.1	±0.1	
O1 – O3	95	±4	91	5	4	0	0	±8	1.1	±0.1	
O4 – O6	98	±4	97	2	0	NR	NR	±6	1.0	±0.1	
RACE/ETHNICITY											
White	92	±3	92	5	3	0	0	±3	1.1	±0.1	
Total Minority	86	±4	90	6	4	1	0	±4	1.2	±0.1	
Black	88	±5	88	7	4	1	0	±5	1.2	±0.1	
Hispanic	87	±5	86	8	6	0	0	±8	1.2	±0.2	
Other Race/Ethnicity	84	±9	96	2	NR	1	1	±7	1.1	±0.1	

Note. Percent responding are Service members who answered the question. DoD Services are included only in Total and Total DoD categories.

NR: Not reportable

83. To what extent...

c. Do you feel comfortable interacting with people from different race/ethnic groups?

1. Not at all
4. Large extent

2. Small extent
5. Very large extent

3. Moderate extent

	Percent Responding		Percentages					Max ME	Average Extent		
			1	2	3	4	5				
TOTAL	86	±1	20	3	8	20	50	±1	3.8	±0.1	
TOTAL DOD	86	±1	20	3	8	20	50	±1	3.8	±0.1	
Army	83	±2	21	3	9	19	48	±2	3.7	±0.1	
Navy	87	±1	20	3	8	21	47	±2	3.7	±0.1	
Marine Corps	83	±3	22	3	6	18	51	±4	3.7	±0.2	
Air Force	88	±1	18	2	6	20	54	±2	3.9	±0.1	
COAST GUARD	90	±2	18	2	7	21	53	±4	3.9	±0.2	
PAYGRADE											
Enlisted	89	±3	19	2	7	20	51	±5	3.8	±0.2	
E1 – E4	86	±5	23	2	8	19	48	±7	3.7	±0.3	
E5 – E9	91	±3	16	2	7	21	53	±5	3.9	±0.2	
Officers	96	±3	13	1	4	22	59	±7	4.1	±0.2	
O1 – O3	95	±4	4	1	6	25	64	±10	4.4	±0.2	
O4 – O6	98	±4	13	NR	2	25	58	±11	4.1	±0.3	
RACE/ETHNICITY											
White	92	±3	17	2	7	21	53	±5	3.9	±0.2	
Total Minority	86	±4	20	2	7	19	53	±6	3.8	±0.2	
Black	88	±5	16	4	4	25	51	±9	3.9	±0.3	
Hispanic	87	±5	23	2	9	16	50	±10	3.7	±0.3	
Other Race/Ethnicity	80	±10	18	NR	7	17	58	±11	4.0	±0.4	

Note. Percent responding are Service members who answered the question. DoD Services are included only in Total and Total DoD categories.

NR: Not reportable

84. Have you tried to avoid an assignment in the military because you thought you might be subjected to racial/ethnic harassment or discrimination...

a. At a Command or on an installation/ship?



















b. In the local community around an installation?

	Percent Responding		Percentages		Max ME
			a	b	
TOTAL	87	±1	4	6	±1
TOTAL DOD	86	±1	4	6	±1
Army	84	±2	5	6	±1
Navy	88	±1	5	6	±1
Marine Corps	83	±3	3	4	±2
Air Force	89	±1	4	6	±1
COAST GUARD	92	±2	4	7	±2
PAYGRADE					
Enlisted	91	±3	4	7	±2
E1 – E4	89	±4	3	4	±3
E5 – E9	92	±3	5	10	±3
Officers	96	±3	5	6	±3
O1 – O3	95	±4	7	5	±6
O4 – O6	98	±4	2	6	±7
RACE/ETHNICITY					
White	93	±3	2	4	±2
Total Minority	87	±4	14	18	±4
Black	88	±5	28	32	±7
Hispanic	88	±5	14	16	±6
Other Race/Ethnicity	84	±9	2	9	±10

Note. Percent responding are Service members who answered the question. DoD Services are included only in Total and Total DoD categories.

85. During the past 12 months, have you been involved in a racial confrontation...**a. On your installation/ship?**



















1. Yes, and I have seen it happen to others 2. Yes, but I have NOT seen it happen to others 3. No, but I have seen it happen to others
4. No, and I have NOT seen it happen to others

	Percent Responding		Percentages				Max ME	Percentage Reporting Yes		
			1	2	3	4				
TOTAL	86	±1	3	1	10	86	±1	4.0	±1.0	
TOTAL DOD	86	±1	3	2	10	86	±1	4.0	±1.0	
Army	84	±2	4	2	12	82	±2	6.0	±1.0	
Navy	87	±1	4	2	12	82	±2	5.0	±1.0	
Marine Corps	83	±3	2	2	10	86	±3	4.0	±2.0	
Air Force	89	±1	1	1	6	92	±1	2.0	±1.0	
COAST GUARD	92	±2	2	1	6	92	±2	2.0	±1.0	
PAYGRADE										
Enlisted	91	±3	2	1	6	91	±3	3.0	±2.0	
E1 – E4	89	±4	1	1	9	89	±5	2.0	±2.0	
E5 – E9	92	±3	2	1	5	92	±3	3.0	±2.0	
Officers	95	±3	1	0	4	95	±4	1.0	±2.0	
O1 – O3	95	±4	2	0	4	94	±6	2.0	±4.0	
O4 – O6	98	±4	NR	1	4	95	±7	1.0	±6.0	
RACE/ETHNICITY										
White	93	±3	1	0	5	94	±3	1.0	±2.0	
Total Minority	86	±4	5	3	9	84	±4	8.0	±3.0	
Black	87	±5	6	4	12	79	±7	9.0	±5.0	
Hispanic	86	±5	7	4	9	79	±7	11.0	±7.0	
Other Race/Ethnicity	84	±9	0	NR	5	94	±9	0.0	±2.0	

Note. Percent responding are Service members who answered the question. DoD Services are included only in Total and Total DoD categories.
NR: Not reportable

85. During the past 12 months, have you been involved in a racial confrontation...**b. In the local community around your installation?**

1. Yes, and I have seen it happen to others 2. Yes, but I have NOT seen it happen to others 3. No, but I have seen it happen to others
 4. No, and I have NOT seen it happen to others

	Percent Responding		Percentages				Max ME	Percentage Reporting Yes		
			1	2	3	4				
TOTAL	86	±1	4	2	11	82	±1	7.0	±1.0	
TOTAL DOD	86	±1	4	2	11	82	±1	7.0	±1.0	
Army	84	±2	5	2	12	81	±2	7.0	±1.0	
Navy	87	±1	5	2	13	80	±2	7.0	±1.0	
Marine Corps	83	±3	4	2	10	84	±3	6.0	±2.0	
Air Force	89	±1	3	2	10	85	±1	5.0	±1.0	
COAST GUARD	92	±2	4	2	11	83	±3	6.0	±2.0	
PAYGRADE										
Enlisted	91	±3	4	2	12	82	±4	6.0	±3.0	
E1 – E4	88	±5	4	2	10	84	±6	6.0	±5.0	
E5 – E9	92	±3	4	2	13	81	±5	6.0	±3.0	
Officers	96	±3	4	2	6	88	±5	6.0	±4.0	
O1 – O3	95	±4	4	2	5	90	±7	6.0	±6.0	
O4 – O6	98	±4	4	3	8	86	±9	6.0	±8.0	
RACE/ETHNICITY										
White	93	±3	4	1	10	85	±4	5.0	±3.0	
Total Minority	86	±4	7	5	13	75	±5	12.0	±4.0	
Black	87	±5	9	3	16	73	±7	12.0	±6.0	
Hispanic	87	±5	5	6	13	77	±7	10.0	±7.0	
Other Race/Ethnicity	84	±9	9	5	11	75	±11	14.0	±10.0	

Note. Percent responding are Service members who answered the question. DoD Services are included only in Total and Total DoD categories.

86. How would you rate race relations...

a. In your work group?

1. Poor
4. Very good

2. Fair
5. Excellent

3. Good

	Percent Responding		Percentages					Max ME	Average Race Relations		
			1	2	3	4	5				
TOTAL	86	±1	1	5	15	26	53	±1	4.2	±0.1	
TOTAL DOD	86	±1	1	5	15	26	53	±1	4.2	±0.1	
Army	83	±2	2	7	18	27	47	±2	4.1	±0.1	
Navy	87	±1	2	5	16	27	51	±2	4.2	±0.1	
Marine Corps	83	±3	1	4	12	24	59	±4	4.4	±0.1	
Air Force	89	±1	1	3	12	24	60	±2	4.4	±0.1	
COAST GUARD	91	±2	0	2	14	25	58	±4	4.4	±0.1	
PAYGRADE											
Enlisted	90	±3	1	3	16	25	56	±4	4.3	±0.1	
E1 – E4	87	±5	1	5	19	24	51	±7	4.2	±0.2	
E5 – E9	92	±3	1	1	14	26	58	±5	4.4	±0.1	
Officers	95	±3	0	1	8	23	68	±7	4.6	±0.1	
O1 – O3	94	±4	0	1	9	24	66	±10	4.6	±0.2	
O4 – O6	97	±4	NR	1	4	19	76	±10	4.7	±0.2	
RACE/ETHNICITY											
White	93	±3	0	2	13	24	61	±5	4.4	±0.1	
Total Minority	85	±4	1	5	19	28	46	±6	4.1	±0.1	
Black	88	±5	3	10	23	24	40	±9	3.9	±0.2	
Hispanic	87	±5	0	4	21	28	47	±8	4.2	±0.2	
Other Race/Ethnicity	80	±10	NR	3	12	33	52	±11	4.3	±0.2	

Note. Percent responding are Service members who answered the question. DoD Services are included only in Total and Total DoD categories.

NR: Not reportable

86. How would you rate race relations...

b. At your installation/ship?

1. Poor
4. Very good

2. Fair
5. Excellent

3. Good

	Percent Responding		Percentages					Max ME	Average Race Relations		
			1	2	3	4	5				
TOTAL	86	±1	1	6	19	29	45	±1	4.1	±0.1	
TOTAL DOD	86	±1	1	6	19	29	45	±1	4.1	±0.1	
Army	83	±2	2	8	23	30	37	±2	3.9	±0.1	
Navy	87	±1	2	6	19	29	43	±2	4.1	±0.1	
Marine Corps	83	±3	0	5	16	28	51	±4	4.2	±0.1	
Air Force	89	±1	1	3	15	28	53	±2	4.3	±0.1	
COAST GUARD	91	±2	1	2	15	28	54	±4	4.3	±0.1	
PAYGRADE											
Enlisted	90	±3	1	3	16	28	52	±4	4.3	±0.1	
E1 – E4	87	±5	1	4	19	26	50	±7	4.2	±0.2	
E5 – E9	92	±3	1	2	14	30	54	±5	4.3	±0.1	
Officers	95	±3	0	1	10	28	62	±7	4.5	±0.1	
O1 – O3	95	±4	0	0	12	28	60	±10	4.5	±0.2	
O4 – O6	97	±4	NR	1	5	27	67	±11	4.6	±0.2	
RACE/ETHNICITY											
White	92	±3	0	1	13	28	57	±5	4.4	±0.1	
Total Minority	85	±4	2	6	21	30	41	±6	4.0	±0.1	
Black	87	±5	4	11	27	24	34	±10	3.7	±0.2	
Hispanic	87	±5	1	6	21	31	41	±8	4.1	±0.2	
Other Race/Ethnicity	81	±10	NR	3	13	36	49	±11	4.3	±0.2	

Note. Percent responding are Service members who answered the question. DoD Services are included only in Total and Total DoD categories.
NR: Not reportable

86. How would you rate race relations...

c. In your Service?

1. Poor
4. Very good

2. Fair
5. Excellent

3. Good

	Percent Responding		Percentages					Max ME	Average Race Relations		
			1	2	3	4	5				
TOTAL	86	±1	2	8	23	30	37	±1	3.9	±0.1	
TOTAL DOD	86	±1	2	8	23	30	37	±1	3.9	±0.1	
Army	83	±2	3	10	27	29	31	±2	3.8	±0.1	
Navy	87	±1	2	9	26	31	32	±2	3.8	±0.1	
Marine Corps	83	±3	1	6	20	30	43	±4	4.1	±0.1	
Air Force	89	±1	1	4	17	32	47	±2	4.2	±0.1	
COAST GUARD	91	±2	1	5	21	34	40	±4	4.1	±0.1	
PAYGRADE											
Enlisted	90	±3	1	5	22	33	40	±4	4.1	±0.1	
E1 – E4	87	±5	1	5	24	31	39	±7	4.0	±0.2	
E5 – E9	92	±3	1	5	20	34	41	±5	4.1	±0.1	
Officers	95	±3	0	3	16	37	43	±7	4.2	±0.2	
O1 – O3	95	±4	1	5	18	38	38	±11	4.1	±0.2	
O4 – O6	97	±4	0	1	13	35	51	±11	4.3	±0.2	
RACE/ETHNICITY											
White	92	±3	0	3	19	35	44	±5	4.2	±0.1	
Total Minority	85	±4	3	12	28	29	28	±6	3.7	±0.2	
Black	88	±5	7	21	32	19	21	±11	3.3	±0.3	
Hispanic	87	±5	1	11	31	32	24	±8	3.7	±0.2	
Other Race/Ethnicity	81	±10	0	5	18	34	42	±12	4.1	±0.2	

Note. Percent responding are Service members who answered the question. DoD Services are included only in Total and Total DoD categories.

86. How would you rate race relations...

d. In the local community around your installation?

1. Poor
4. Very good



















2. Fair
5. Excellent

3. Good

	Percent Responding		Percentages					Max ME	Average Race Relations		
			1	2	3	4	5				
TOTAL	86	±1	4	14	29	26	27	±1	3.6	±0.1	
TOTAL DOD	86	±1	4	14	29	26	27	±1	3.6	±0.1	
Army	83	±2	4	15	31	24	25	±2	3.5	±0.1	
Navy	87	±1	4	15	30	26	25	±2	3.5	±0.1	
Marine Corps	83	±3	4	12	28	24	31	±4	3.7	±0.1	
Air Force	89	±1	3	12	27	27	31	±2	3.7	±0.1	
COAST GUARD	91	±2	4	15	30	25	25	±4	3.5	±0.1	
PAYGRADE											
Enlisted	90	±3	5	15	28	26	26	±4	3.5	±0.1	
E1 – E4	87	±5	4	18	28	23	27	±7	3.5	±0.2	
E5 – E9	92	±3	5	14	29	27	25	±5	3.5	±0.2	
Officers	95	±3	3	15	38	23	20	±7	3.4	±0.2	
O1 – O3	95	±4	2	15	42	18	22	±10	3.4	±0.3	
O4 – O6	97	±4	5	15	38	24	18	±11	3.4	±0.3	
RACE/ETHNICITY											
White	92	±3	5	15	30	25	26	±4	3.5	±0.1	
Total Minority	86	±4	4	18	33	25	21	±5	3.4	±0.2	
Black	88	±5	5	22	37	15	21	±12	3.3	±0.3	
Hispanic	87	±5	3	16	34	28	20	±8	3.4	±0.2	
Other Race/Ethnicity	81	±10	4	17	27	29	23	±11	3.5	±0.3	

Note. Percent responding are Service members who answered the question. DoD Services are included only in Total and Total DoD categories.

87. Have you had any training from military sources during the past 12 months on topics related to racial/ethnic harassment and discrimination?

	Percent Responding		Percentages	Max ME	Percentage Reporting Yes
			Yes		
TOTAL	87	±1	80	±1	
TOTAL DOD	86	±1	80	±1	
Army	84	±2	87	±2	
Navy	88	±1	77	±2	
Marine Corps	83	±3	75	±3	
Air Force	90	±1	75	±2	
COAST GUARD	92	±2	80	±3	
PAYGRADE					
Enlisted	91	±3	80	±4	
E1 – E4	89	±4	74	±7	
E5 – E9	93	±3	84	±4	
Officers	96	±3	81	±6	
O1 – O3	95	±4	80	±9	
O4 – O6	98	±4	81	±10	
RACE/ETHNICITY					
White	94	±2	82	±4	
Total Minority	87	±4	73	±6	
Black	88	±5	68	±10	
Hispanic	88	±5	72	±8	
Other Race/Ethnicity	84	±10	80	±10	

Note. Percent responding are Service members who answered the question. DoD Services are included only in Total and Total DoD categories.

88. In the past 12 months, how many times have you had training from military sources on topics related to racial/ethnic harassment and discrimination?

0. Not trained

1. Trained once

2. Trained twice

3. Trained three times

4. Trained four times

5. Trained five times or more

	Percent Responding		Percentages						Max ME	Average Times Trained		
			0	1	2	3	4	5				
TOTAL	86	±1	21	20	24	12	10	13	±1	3.0	±0.1	
TOTAL DOD	86	±1	21	19	24	12	10	14	±1	3.0	±0.1	
Army	84	±2	14	12	24	14	18	19	±2	3.5	±0.1	
Navy	87	±1	24	17	24	12	8	14	±2	3.0	±0.1	
Marine Corps	83	±3	25	16	24	12	8	14	±3	3.1	±0.2	
Air Force	89	±1	26	30	24	9	4	7	±2	2.3	±0.1	
COAST GUARD	92	±2	20	41	29	4	3	3	±4	1.8	±0.1	
PAYGRADE												
Enlisted	91	±3	21	39	30	5	3	3	±4	1.8	±0.2	
E1 – E4	88	±4	27	32	29	6	3	3	±7	1.9	±0.3	
E5 – E9	93	±3	16	44	30	4	2	3	±5	1.8	±0.2	
Officers	96	±3	19	48	26	3	2	2	±7	1.6	±0.2	
O1 – O3	95	±4	20	43	31	4	0	2	±10	1.6	±0.2	
O4 – O6	97	±4	19	56	20	4	1	NR	±11	1.4	±0.2	
RACE/ETHNICITY												
White	94	±2	18	41	30	4	2	3	±5	1.8	±0.2	
Total Minority	86	±4	27	40	24	4	3	3	±6	1.8	±0.3	
Black	87	±5	32	41	22	3	0	1	±10	1.6	±0.2	
Hispanic	87	±5	28	38	21	4	6	3	±9	2.0	±0.4	
Other Race/Ethnicity	84	±10	21	42	29	5	NR	3	±11	1.8	±0.4	

Note. Percent responding are Service members who answered the question. Average is of those who have had racial/ethnic harassment and discrimination training (Q87). DoD Services are included only in Total and Total DoD categories.

NR: Not reportable

89. My Service's training...

a. Provides a good understanding of what words and actions are considered racial/ethnic harassment and discrimination.

1. Strongly disagree
4. Agree

2. Disagree
5. Strongly agree

3. Neither agree nor disagree

	Percent Responding		Percentages					Max ME	Average Agreement		
			1	2	3	4	5				
TOTAL	66	±1	1	1	11	44	44	±1	4.3	±0.1	
TOTAL DOD	66	±1	1	1	11	43	44	±1	4.3	±0.1	
Army	70	±2	1	1	11	43	44	±2	4.3	±0.1	
Navy	65	±2	1	1	12	46	41	±2	4.2	±0.1	
Marine Corps	60	±3	1	1	10	42	46	±4	4.3	±0.1	
Air Force	65	±2	1	1	9	42	48	±2	4.4	±0.1	
COAST GUARD	72	±3	1	1	12	46	40	±4	4.2	±0.1	
PAYGRADE											
Enlisted	71	±4	1	0	12	47	40	±5	4.2	±0.1	
E1 – E4	63	±7	1	0	20	44	34	±9	4.1	±0.2	
E5 – E9	76	±4	1	1	7	48	44	±6	4.3	±0.1	
Officers	75	±6	0	2	12	45	41	±8	4.3	±0.2	
O1 – O3	72	±9	NR	3	16	46	35	±12	4.1	±0.2	
O4 – O6	76	±9	0	NR	6	48	46	±12	4.4	±0.2	
RACE/ETHNICITY											
White	74	±4	0	1	12	47	40	±5	4.2	±0.1	
Total Minority	62	±5	2	1	9	45	43	±6	4.3	±0.2	
Black	57	±8	1	3	15	43	38	±9	4.1	±0.2	
Hispanic	63	±7	4	0	8	42	46	±9	4.3	±0.2	
Other Race/Ethnicity	64	±11	NR	NR	7	51	41	±13	4.3	±0.2	

Note. Percent responding are Service members who answered the question and who have had racial/ethnic harassment and discrimination training (Q87). DoD Services are included only in Total and Total DoD categories.
NR: Not reportable

89. My Service's training...

b. Teaches that racial/ethnic harassment and discrimination reduces the cohesion and effectiveness of your Service as a whole.

1. Strongly disagree
4. Agree

2. Disagree
5. Strongly agree

3. Neither agree nor disagree

	Percent Responding		Percentages					Max ME	Average Agreement		
			1	2	3	4	5				
TOTAL	66	±1	1	1	10	42	47	±1	4.3	±0.1	
TOTAL DOD	66	±1	1	1	10	42	47	±1	4.3	±0.1	
Army	70	±2	1	0	10	43	45	±2	4.3	±0.1	
Navy	65	±2	1	1	11	45	43	±2	4.3	±0.1	
Marine Corps	60	±3	0	1	10	39	49	±4	4.4	±0.1	
Air Force	65	±2	0	0	8	40	51	±2	4.4	±0.1	
COAST GUARD	71	±3	0	0	11	46	42	±4	4.3	±0.1	
PAYGRADE											
Enlisted	70	±4	0	0	12	46	41	±5	4.3	±0.1	
E1 – E4	62	±7	1	0	20	45	34	±9	4.1	±0.2	
E5 – E9	76	±4	0	0	8	47	45	±6	4.4	±0.1	
Officers	75	±6	0	1	8	44	48	±8	4.4	±0.1	
O1 – O3	73	±9	NR	NR	11	51	37	±12	4.2	±0.2	
O4 – O6	75	±9	0	NR	0	40	58	±12	4.5	±0.2	
RACE/ETHNICITY											
White	74	±4	0	0	12	45	42	±5	4.3	±0.1	
Total Minority	62	±5	1	1	8	48	42	±6	4.3	±0.1	
Black	57	±8	0	3	13	43	41	±9	4.2	±0.2	
Hispanic	63	±7	2	0	6	46	46	±9	4.3	±0.2	
Other Race/Ethnicity	64	±11	NR	1	6	56	37	±13	4.3	±0.2	

Note. Percent responding are Service members who answered the question and who have had racial/ethnic harassment and discrimination training (Q87). DoD Services are included only in Total and Total DoD categories.
NR: Not reportable

89. My Service's training...**c. Identifies behaviors that are offensive to others and should not be tolerated.**

1. Strongly disagree

2. Disagree

3. Neither agree nor disagree

4. Agree

5. Strongly agree

	Percent Responding		Percentages					Max ME	Average Agreement		
			1	2	3	4	5				
TOTAL	66	±1	1	1	10	44	45	±1	4.3	±0.1	
TOTAL DOD	66	±1	1	1	10	44	45	±1	4.3	±0.1	
Army	70	±2	1	1	10	44	44	±2	4.3	±0.1	
Navy	65	±2	1	1	11	46	42	±2	4.3	±0.1	
Marine Corps	60	±3	1	0	11	41	48	±4	4.3	±0.1	
Air Force	64	±2	0	1	8	42	49	±2	4.4	±0.1	
COAST GUARD	71	±3	1	0	11	49	40	±4	4.3	±0.1	
PAYGRADE											
Enlisted	70	±4	1	0	11	50	39	±5	4.3	±0.1	
E1 – E4	63	±7	1	0	17	49	33	±9	4.1	±0.2	
E5 – E9	75	±4	1	1	7	50	42	±6	4.3	±0.1	
Officers	75	±6	0	1	11	45	44	±8	4.3	±0.2	
O1 – O3	73	±9	NR	2	14	51	33	±12	4.2	±0.2	
O4 – O6	76	±9	0	NR	6	41	52	±12	4.5	±0.2	
RACE/ETHNICITY											
White	74	±4	0	0	11	49	39	±5	4.3	±0.1	
Total Minority	61	±5	1	2	8	47	42	±6	4.3	±0.1	
Black	57	±8	0	3	12	43	42	±9	4.2	±0.2	
Hispanic	62	±7	2	2	6	45	44	±9	4.3	±0.2	
Other Race/Ethnicity	64	±11	NR	NR	8	55	37	±13	4.3	±0.2	

Note. Percent responding are Service members who answered the question and who have had racial/ethnic harassment and discrimination training (Q87). DoD Services are included only in Total and Total DoD categories.

NR: Not reportable

89. My Service's training...

d. Gives useful tools for dealing with racial/ethnic harassment and discrimination.

1. Strongly disagree

2. Disagree

3. Neither agree nor disagree

4. Agree

5. Strongly agree

	Percent Responding		Percentages					Max ME	Average Agreement		
			1	2	3	4	5				
TOTAL	66	±1	1	1	13	44	41	±1	4.2	±0.1	
TOTAL DOD	66	±1	1	1	13	44	41	±1	4.2	±0.1	
Army	70	±2	1	1	15	44	40	±2	4.2	±0.1	
Navy	65	±2	1	1	14	46	38	±2	4.2	±0.1	
Marine Corps	59	±3	1	1	14	40	45	±4	4.3	±0.1	
Air Force	64	±2	0	1	12	42	44	±2	4.3	±0.1	
COAST GUARD	71	±3	0	1	15	49	34	±4	4.2	±0.1	
PAYGRADE											
Enlisted	70	±4	0	1	15	49	34	±5	4.2	±0.1	
E1 – E4	63	±7	1	0	22	47	30	±9	4.1	±0.2	
E5 – E9	76	±4	0	2	10	51	37	±6	4.2	±0.1	
Officers	75	±6	1	1	15	47	36	±8	4.2	±0.2	
O1 – O3	73	±9	NR	1	21	50	29	±12	4.1	±0.2	
O4 – O6	76	±9	2	NR	11	49	37	±12	4.2	±0.2	
RACE/ETHNICITY											
White	74	±4	0	1	15	49	34	±5	4.2	±0.1	
Total Minority	61	±5	1	4	13	47	36	±6	4.1	±0.1	
Black	55	±8	0	8	13	45	34	±10	4.0	±0.2	
Hispanic	63	±7	2	4	13	42	38	±9	4.1	±0.2	
Other Race/Ethnicity	64	±11	NR	1	12	55	33	±13	4.2	±0.2	

Note. Percent responding are Service members who answered the question and who have had racial/ethnic harassment and discrimination training (Q87). DoD Services are included only in Total and Total DoD categories.

NR: Not reportable

89. My Service's training...**e. Explains the process for reporting racial/ethnic harassment and discrimination.**

1. Strongly disagree

2. Disagree

3. Neither agree nor disagree

4. Agree

5. Strongly agree

	Percent Responding		Percentages					Max ME	Average Agreement		
			1	2	3	4	5				
TOTAL	66	±1	1	1	11	44	43	±1	4.3	±0.1	
TOTAL DOD	66	±1	1	1	11	44	43	±1	4.3	±0.1	
Army	69	±2	1	1	12	44	42	±2	4.3	±0.1	
Navy	65	±2	1	1	12	47	40	±2	4.2	±0.1	
Marine Corps	59	±3	1	1	12	41	46	±4	4.3	±0.1	
Air Force	64	±2	0	1	9	43	46	±2	4.3	±0.1	
COAST GUARD	71	±3	0	1	11	49	39	±4	4.2	±0.1	
PAYGRADE											
Enlisted	70	±4	1	0	12	50	38	±5	4.2	±0.1	
E1 – E4	63	±7	1	0	20	46	33	±9	4.1	±0.2	
E5 – E9	76	±4	0	0	7	52	41	±6	4.3	±0.1	
Officers	75	±6	0	2	10	45	43	±8	4.3	±0.2	
O1 – O3	73	±9	NR	2	15	46	37	±12	4.2	±0.2	
O4 – O6	76	±9	0	NR	3	47	48	±12	4.4	±0.2	
RACE/ETHNICITY											
White	74	±4	0	0	12	48	39	±5	4.3	±0.1	
Total Minority	62	±5	1	2	9	49	39	±6	4.2	±0.1	
Black	57	±8	2	5	11	47	35	±9	4.1	±0.2	
Hispanic	63	±7	0	2	9	44	44	±9	4.3	±0.2	
Other Race/Ethnicity	64	±11	NR	NR	6	59	35	±13	4.3	±0.2	

Note. Percent responding are Service members who answered the question and who have had racial/ethnic harassment and discrimination training (Q87). DoD Services are included only in Total and Total DoD categories.

NR: Not reportable

89. My Service's training...**f. Makes you feel it is safe to complain about offensive, race/ethnic-related situations.**

1. Strongly disagree

2. Disagree

3. Neither agree nor disagree

4. Agree

5. Strongly agree

	Percent Responding		Percentages					Max ME	Average Agreement		
			1	2	3	4	5				
TOTAL	66	±1	1	2	14	42	41	±1	4.2	±0.1	
TOTAL DOD	66	±1	1	2	14	42	41	±1	4.2	±0.1	
Army	70	±2	1	3	15	42	39	±2	4.1	±0.1	
Navy	65	±2	1	2	15	45	37	±2	4.2	±0.1	
Marine Corps	60	±3	1	1	14	39	45	±4	4.3	±0.1	
Air Force	65	±2	1	1	11	41	46	±2	4.3	±0.1	
COAST GUARD	71	±3	0	1	14	47	37	±4	4.2	±0.1	
PAYGRADE											
Enlisted	70	±4	0	1	15	48	36	±5	4.2	±0.1	
E1 – E4	63	±7	0	1	23	46	30	±9	4.0	±0.2	
E5 – E9	76	±4	0	1	10	48	40	±6	4.3	±0.1	
Officers	75	±6	0	2	11	45	42	±8	4.3	±0.2	
O1 – O3	73	±9	NR	3	14	46	37	±12	4.2	±0.2	
O4 – O6	75	±9	NR	NR	5	50	44	±12	4.4	±0.2	
RACE/ETHNICITY											
White	74	±4	0	0	15	47	38	±5	4.2	±0.1	
Total Minority	61	±5	2	4	12	45	37	±6	4.1	±0.2	
Black	57	±8	3	8	16	42	31	±9	3.9	±0.2	
Hispanic	62	±7	2	4	14	41	39	±9	4.1	±0.2	
Other Race/Ethnicity	64	±11	1	2	7	53	37	±13	4.2	±0.2	

Note. Percent responding are Service members who answered the question and who have had racial/ethnic harassment and discrimination training (Q87). DoD Services are included only in Total and Total DoD categories.

NR: Not reportable

89. My Service's training...

g. Promotes cross-cultural awareness.

1. Strongly disagree

2. Disagree

3. Neither agree nor disagree

4. Agree

5. Strongly agree

	Percent Responding		Percentages					Max ME	Average Agreement		
			1	2	3	4	5				
TOTAL	66	±1	1	2	14	43	40	±1	4.2	±0.1	
TOTAL DOD	66	±1	1	2	14	43	40	±1	4.2	±0.1	
Army	70	±2	1	2	15	43	39	±2	4.2	±0.1	
Navy	65	±2	1	2	15	45	36	±2	4.1	±0.1	
Marine Corps	60	±3	0	1	15	40	43	±4	4.2	±0.1	
Air Force	65	±2	1	2	12	42	44	±2	4.3	±0.1	
COAST GUARD	72	±3	0	2	17	44	36	±4	4.1	±0.1	
PAYGRADE											
Enlisted	71	±4	0	2	17	45	35	±5	4.1	±0.1	
E1 – E4	63	±7	0	2	24	44	30	±9	4.0	±0.2	
E5 – E9	76	±4	0	2	13	46	38	±6	4.2	±0.1	
Officers	75	±6	0	1	17	41	40	±8	4.2	±0.2	
O1 – O3	72	±9	NR	1	20	44	35	±12	4.1	±0.2	
O4 – O6	76	±9	NR	NR	11	44	43	±12	4.3	±0.2	
RACE/ETHNICITY											
White	74	±4	0	2	17	45	36	±5	4.2	±0.1	
Total Minority	61	±5	1	3	16	43	36	±6	4.1	±0.2	
Black	57	±8	1	7	20	38	34	±9	4.0	±0.2	
Hispanic	63	±7	3	1	16	40	40	±9	4.1	±0.2	
Other Race/Ethnicity	64	±11	NR	4	11	51	34	±13	4.1	±0.2	

Note. Percent responding are Service members who answered the question and who have had racial/ethnic harassment and discrimination training (Q87). DoD Services are included only in Total and Total DoD categories.

NR: Not reportable

89. My Service's training...**h. Provides information about policies, procedures, and consequences of racial/ethnic harassment and discrimination.**

1. Strongly disagree
4. Agree

2. Disagree
5. Strongly agree

3. Neither agree nor disagree

	Percent Responding		Percentages					Max ME	Average Agreement		
			1	2	3	4	5				
TOTAL	66	±1	0	1	11	45	43	±1	4.3	±0.1	
TOTAL DOD	66	±1	0	1	11	45	43	±1	4.3	±0.1	
Army	70	±2	1	1	11	45	42	±2	4.3	±0.1	
Navy	65	±2	1	1	12	48	39	±2	4.2	±0.1	
Marine Corps	60	±3	1	1	11	42	46	±4	4.3	±0.1	
Air Force	64	±2	0	1	9	44	47	±2	4.4	±0.1	
COAST GUARD	71	±3	0	0	12	49	39	±4	4.3	±0.1	
PAYGRADE											
Enlisted	70	±4	0	0	12	50	37	±5	4.2	±0.1	
E1 – E4	63	±7	0	0	20	47	32	±9	4.1	±0.2	
E5 – E9	75	±4	0	0	7	52	41	±6	4.3	±0.1	
Officers	75	±6	0	1	10	45	43	±8	4.3	±0.2	
O1 – O3	73	±9	NR	2	14	50	34	±12	4.2	±0.2	
O4 – O6	76	±9	NR	NR	2	46	51	±12	4.5	±0.2	
RACE/ETHNICITY											
White	74	±4	0	0	12	48	39	±5	4.3	±0.1	
Total Minority	61	±5	0	1	8	53	37	±6	4.3	±0.1	
Black	56	±8	0	2	12	48	38	±9	4.2	±0.2	
Hispanic	63	±7	0	1	7	53	39	±9	4.3	±0.2	
Other Race/Ethnicity	64	±11	NR	NR	8	59	33	±13	4.2	±0.2	

Note. Percent responding are Service members who answered the question and who have had racial/ethnic harassment and discrimination training (Q87). DoD Services are included only in Total and Total DoD categories.
NR: Not reportable

89. My Service's training...**i. Provides information on your Service's policies on participation in hate groups/gangs/extremist activities.**

1. Strongly disagree

2. Disagree

3. Neither agree nor disagree

4. Agree

5. Strongly agree

	Percent Responding		Percentages					Max ME	Average Agreement		
			1	2	3	4	5				
TOTAL	66	±1	1	1	12	45	42	±1	4.3	±0.1	
TOTAL DOD	66	±1	1	1	12	45	42	±1	4.3	±0.1	
Army	69	±2	1	1	13	44	41	±2	4.2	±0.1	
Navy	66	±2	1	1	12	48	38	±2	4.2	±0.1	
Marine Corps	60	±3	1	1	12	41	45	±4	4.3	±0.1	
Air Force	65	±2	1	1	10	43	46	±2	4.3	±0.1	
COAST GUARD	71	±3	0	2	16	48	34	±4	4.1	±0.1	
PAYGRADE											
Enlisted	70	±4	0	1	16	49	34	±5	4.1	±0.1	
E1 – E4	63	±7	0	1	23	44	32	±9	4.1	±0.2	
E5 – E9	76	±4	0	1	12	52	35	±6	4.2	±0.1	
Officers	75	±6	1	2	17	43	36	±8	4.1	±0.2	
O1 – O3	73	±9	NR	2	22	42	32	±12	4.0	±0.3	
O4 – O6	76	±9	NR	NR	10	51	37	±12	4.2	±0.2	
RACE/ETHNICITY											
White	74	±4	0	1	17	48	34	±5	4.1	±0.1	
Total Minority	61	±5	0	4	15	46	35	±6	4.1	±0.1	
Black	56	±8	0	7	20	43	31	±10	4.0	±0.2	
Hispanic	63	±7	0	4	9	49	37	±9	4.2	±0.2	
Other Race/Ethnicity	64	±11	NR	2	20	43	34	±13	4.1	±0.2	

Note. Percent responding are Service members who answered the question and who have had racial/ethnic harassment and discrimination training (Q87). DoD Services are included only in Total and Total DoD categories.

NR: Not reportable

89. My Service's training...

j. Promotes religious tolerance.

1. Strongly disagree

2. Disagree

3. Neither agree nor disagree

4. Agree

5. Strongly agree

	Percent Responding		Percentages					Max ME	Average Agreement		
			1	2	3	4	5				
TOTAL	66	±1	1	2	18	41	38	±1	4.1	±0.1	
TOTAL DOD	66	±1	1	2	18	41	39	±1	4.1	±0.1	
Army	70	±2	1	2	17	42	38	±2	4.1	±0.1	
Navy	65	±2	1	2	21	42	34	±2	4.1	±0.1	
Marine Corps	60	±3	1	1	18	38	42	±4	4.2	±0.1	
Air Force	65	±2	1	2	16	39	43	±2	4.2	±0.1	
COAST GUARD	71	±3	1	3	23	43	30	±4	4.0	±0.1	
PAYGRADE											
Enlisted	70	±4	1	2	23	44	30	±5	4.0	±0.1	
E1 – E4	63	±7	0	1	29	41	29	±9	4.0	±0.2	
E5 – E9	76	±4	1	2	20	46	31	±6	4.0	±0.1	
Officers	75	±6	0	7	22	40	30	±8	3.9	±0.2	
O1 – O3	73	±9	NR	7	25	42	26	±12	3.9	±0.2	
O4 – O6	76	±9	NR	7	15	45	32	±12	4.0	±0.3	
RACE/ETHNICITY											
White	74	±4	1	3	22	44	30	±5	4.0	±0.1	
Total Minority	61	±5	1	3	26	39	30	±6	3.9	±0.1	
Black	56	±8	3	4	31	36	27	±10	3.8	±0.2	
Hispanic	63	±7	2	2	22	39	35	±9	4.0	±0.2	
Other Race/Ethnicity	63	±11	NR	4	29	40	26	±13	3.9	±0.3	

Note. Percent responding are Service members who answered the question and who have had racial/ethnic harassment and discrimination training (Q87). DoD Services are included only in Total and Total DoD categories.

NR: Not reportable

90. In your opinion, how effective was the training you received in actually reducing/preventing behaviors which might be seen as racial/ethnic harassment and discrimination?

1. Not at all effective

2. Slightly effective

3. Moderately effective

4. Very effective

	Percent Responding		Percentages				Max ME	Average Effectiveness		
			1	2	3	4				
TOTAL	67	±1	5	15	45	35	±1	3.1	±0.1	
TOTAL DOD	67	±1	5	14	45	35	±1	3.1	±0.1	
Army	70	±2	6	16	45	33	±2	3.0	±0.1	
Navy	66	±2	5	15	45	36	±2	3.1	±0.1	
Marine Corps	60	±3	4	13	46	37	±4	3.2	±0.1	
Air Force	65	±2	4	13	46	38	±2	3.2	±0.1	
COAST GUARD	72	±3	5	17	45	32	±4	3.0	±0.1	
PAYGRADE										
Enlisted	71	±4	5	16	47	32	±5	3.0	±0.1	
E1 – E4	65	±6	4	19	43	34	±9	3.1	±0.2	
E5 – E9	76	±4	6	14	49	31	±6	3.0	±0.1	
Officers	76	±6	5	23	40	33	±8	3.0	±0.2	
O1 – O3	74	±9	4	33	39	24	±12	2.8	±0.2	
O4 – O6	75	±9	5	18	37	40	±12	3.1	±0.3	
RACE/ETHNICITY										
White	75	±4	5	17	45	32	±5	3.0	±0.1	
Total Minority	61	±5	6	18	46	30	±6	3.0	±0.2	
Black	56	±8	8	21	44	28	±9	2.9	±0.2	
Hispanic	63	±7	6	16	46	31	±9	3.0	±0.2	
Other Race/Ethnicity	63	±11	NR	18	48	31	±13	3.1	±0.3	

Note. Percent responding are Service members who answered the question and who have had racial/ethnic harassment and discrimination training (Q87). DoD Services are included only in Total and Total DoD categories.

NR: Not reportable

91. How do the opportunities/conditions for people of your race/ethnic background in the military compare to opportunities/conditions you would have in the civilian world?

a. Promotion opportunities

1. Much better as a civilian
4. Better in the military

2. Better as a civilian
5. Much better in the military

3. No difference

	Percent Responding		Percentages					Max ME
			1	2	3	4	5	
TOTAL	83	±1	4	9	50	25	13	±1
TOTAL DOD	83	±1	4	9	50	25	13	±1
Army	80	±2	4	10	48	25	13	±2
Navy	85	±2	4	10	51	25	10	±2
Marine Corps	80	±3	4	8	52	23	13	±4
Air Force	85	±1	2	7	50	26	15	±2
COAST GUARD	88	±3	2	7	51	28	13	±4
PAYGRADE								
Enlisted	87	±3	2	6	51	28	14	±5
E1 – E4	84	±5	2	6	51	28	13	±8
E5 – E9	89	±3	1	7	50	28	14	±5
Officers	93	±4	2	8	55	27	9	±7
O1 – O3	90	±6	2	8	53	30	7	±11
O4 – O6	96	±5	NR	8	61	18	12	±11
RACE/ETHNICITY								
White	89	±3	2	7	53	25	13	±5
Total Minority	83	±4	1	7	45	37	11	±6
Black	85	±5	2	6	32	49	11	±11
Hispanic	85	±5	0	9	41	38	12	±8
Other Race/Ethnicity	80	±10	1	4	62	25	9	±12

Note. Percent responding are Service members who answered the question. DoD Services are included only in Total and Total DoD categories.
NR: Not reportable

91. How do the opportunities/conditions for people of your race/ethnic background in the military compare to opportunities/conditions you would have in the civilian world?

b. Pay and benefits

1. Much better as a civilian

2. Better as a civilian

3. No difference

4. Better in the military

5. Much better in the military

	Percent Responding		Percentages					Max ME
			1	2	3	4	5	
TOTAL	83	±1	7	15	44	22	12	±1
TOTAL DOD	82	±1	8	15	44	22	12	±1
Army	80	±2	10	16	42	21	11	±2
Navy	85	±2	6	14	44	24	11	±2
Marine Corps	79	±3	9	13	46	22	11	±4
Air Force	85	±1	6	14	45	23	13	±2
COAST GUARD	88	±3	4	14	45	25	12	±4
PAYGRADE								
Enlisted	87	±3	4	13	45	25	13	±5
E1 – E4	84	±5	6	10	43	27	14	±8
E5 – E9	89	±3	3	14	46	24	13	±5
Officers	93	±4	3	18	48	24	7	±7
O1 – O3	91	±6	5	15	50	23	7	±10
O4 – O6	96	±5	NR	23	45	23	8	±11
RACE/ETHNICITY								
White	89	±3	4	14	48	22	12	±5
Total Minority	84	±4	4	12	35	36	13	±6
Black	85	±5	5	12	19	45	18	±10
Hispanic	84	±5	5	13	33	37	12	±8
Other Race/Ethnicity	81	±10	2	10	51	28	10	±11

Note. Percent responding are Service members who answered the question. DoD Services are included only in Total and Total DoD categories.

NR: Not reportable

91. How do the opportunities/conditions for people of your race/ethnic background in the military compare to opportunities/conditions you would have in the civilian world?

c. Fair performance evaluations

1. Much better as a civilian
4. Better in the military

2. Better as a civilian
5. Much better in the military

3. No difference

	Percent Responding		Percentages					Max ME
			1	2	3	4	5	
TOTAL	82	±1	3	8	56	23	10	±1
TOTAL DOD	82	±1	3	8	56	23	10	±1
Army	79	±2	4	9	56	22	10	±2
Navy	84	±2	4	9	57	22	8	±2
Marine Corps	79	±3	4	9	55	22	10	±4
Air Force	85	±1	2	5	55	25	12	±2
COAST GUARD	88	±3	1	6	58	26	9	±4
PAYGRADE								
Enlisted	87	±3	1	6	58	25	10	±5
E1 – E4	83	±5	2	6	56	26	10	±8
E5 – E9	89	±3	1	7	59	24	10	±5
Officers	93	±4	1	6	59	29	6	±7
O1 – O3	90	±6	1	6	59	29	5	±11
O4 – O6	96	±5	NR	6	60	26	8	±11
RACE/ETHNICITY								
White	89	±3	1	6	60	24	9	±5
Total Minority	83	±4	2	6	51	32	9	±6
Black	84	±5	1	9	38	39	13	±10
Hispanic	84	±5	3	7	50	29	11	±8
Other Race/Ethnicity	80	±10	1	1	66	29	3	±11

Note. Percent responding are Service members who answered the question. DoD Services are included only in Total and Total DoD categories.
NR: Not reportable

91. How do the opportunities/conditions for people of your race/ethnic background in the military compare to opportunities/conditions you would have in the civilian world?

d. Education and training opportunities

1. Much better as a civilian 2. Better as a civilian 3. No difference
4. Better in the military 5. Much better in the military

	Percent Responding		Percentages					Max ME
			1	2	3	4	5	
TOTAL	83	±1	3	7	44	30	16	±1
TOTAL DOD	82	±1	4	7	43	30	16	±1
Army	80	±2	5	8	43	27	16	±2
Navy	84	±2	3	7	44	32	14	±2
Marine Corps	80	±3	4	10	44	28	14	±4
Air Force	85	±1	2	4	43	31	20	±2
COAST GUARD	88	±3	1	4	45	35	15	±4
PAYGRADE								
Enlisted	87	±3	2	4	45	34	16	±5
E1 – E4	84	±5	2	2	47	33	15	±8
E5 – E9	89	±3	1	5	43	34	17	±5
Officers	93	±4	0	4	45	39	11	±7
O1 – O3	89	±6	NR	3	45	42	10	±11
O4 – O6	96	±5	NR	3	47	38	13	±11
RACE/ETHNICITY								
White	90	±3	1	4	48	33	15	±5
Total Minority	83	±4	2	4	34	43	17	±6
Black	85	±5	2	6	19	51	22	±9
Hispanic	84	±5	2	6	37	39	16	±9
Other Race/Ethnicity	78	±10	1	1	42	43	14	±12

Note. Percent responding are Service members who answered the question. DoD Services are included only in Total and Total DoD categories.

NR: Not reportable

91. How do the opportunities/conditions for people of your race/ethnic background in the military compare to opportunities/conditions you would have in the civilian world?

e. Quality of life

1. Much better as a civilian
4. Better in the military

2. Better as a civilian
5. Much better in the military

3. No difference

	Percent Responding		Percentages					Max ME
			1	2	3	4	5	
TOTAL	82	±1	9	14	45	21	11	±1
TOTAL DOD	82	±1	9	14	45	21	11	±1
Army	79	±2	11	16	43	19	10	±2
Navy	85	±2	10	16	44	21	9	±2
Marine Corps	79	±3	13	14	46	18	9	±4
Air Force	85	±1	4	10	47	25	14	±2
COAST GUARD	88	±3	3	12	49	25	11	±4
PAYGRADE								
Enlisted	87	±3	4	11	48	25	12	±5
E1 – E4	84	±5	5	9	51	24	11	±8
E5 – E9	89	±3	4	13	46	26	12	±5
Officers	93	±4	1	12	53	27	7	±7
O1 – O3	90	±6	1	12	54	28	4	±11
O4 – O6	96	±5	NR	16	56	20	8	±11
RACE/ETHNICITY								
White	90	±3	4	12	51	22	11	±5
Total Minority	83	±4	3	9	41	37	10	±6
Black	85	±5	4	11	27	49	10	±11
Hispanic	84	±5	4	9	39	37	10	±8
Other Race/Ethnicity	80	±10	1	7	55	26	11	±11

Note. Percent responding are Service members who answered the question. DoD Services are included only in Total and Total DoD categories.
NR: Not reportable

91. How do the opportunities/conditions for people of your race/ethnic background in the military compare to opportunities/conditions you would have in the civilian world?

f. Fair administration of criminal justice

1. Much better as a civilian 2. Better as a civilian 3. No difference
4. Better in the military 5. Much better in the military

	Percent Responding		Percentages					Max ME
			1	2	3	4	5	
TOTAL	83	±1	3	8	54	23	11	±1
TOTAL DOD	82	±1	3	8	54	23	11	±1
Army	79	±2	4	8	55	23	11	±2
Navy	85	±2	3	9	56	23	9	±2
Marine Corps	79	±3	5	9	54	20	11	±4
Air Force	85	±1	2	6	53	25	13	±2
COAST GUARD	88	±3	2	7	55	25	11	±4
PAYGRADE								
Enlisted	87	±3	2	8	55	23	12	±5
E1 – E4	84	±5	3	6	55	23	13	±8
E5 – E9	89	±3	2	9	55	23	11	±5
Officers	93	±4	0	3	56	32	9	±7
O1 – O3	90	±6	NR	2	62	28	7	±11
O4 – O6	96	±5	NR	2	51	37	10	±11
RACE/ETHNICITY								
White	89	±3	2	7	56	23	12	±5
Total Minority	83	±4	1	6	51	32	9	±6
Black	84	±5	2	10	44	33	11	±11
Hispanic	84	±5	2	8	48	32	10	±8
Other Race/Ethnicity	80	±10	NR	1	63	32	4	±12

Note. Percent responding are Service members who answered the question. DoD Services are included only in Total and Total DoD categories.

NR: Not reportable

91. How do the opportunities/conditions for people of your race/ethnic background in the military compare to opportunities/conditions you would have in the civilian world?

g. Chance to show pride in yourself

1. Much better as a civilian
4. Better in the military

2. Better as a civilian
5. Much better in the military

3. No difference

	Percent Responding		Percentages					Max ME
			1	2	3	4	5	
TOTAL	83	±1	3	5	48	28	17	±1
TOTAL DOD	82	±1	3	5	48	27	17	±1
Army	79	±2	3	5	48	27	16	±2
Navy	85	±2	4	5	49	28	15	±2
Marine Corps	79	±3	3	6	45	26	19	±4
Air Force	85	±1	2	4	48	28	18	±2
COAST GUARD	88	±3	2	3	51	30	15	±4
PAYGRADE								
Enlisted	87	±3	2	4	51	28	15	±5
E1 – E4	84	±5	3	2	48	31	16	±8
E5 – E9	89	±3	1	5	53	26	15	±5
Officers	93	±4	2	1	49	34	14	±7
O1 – O3	90	±6	3	0	55	31	11	±11
O4 – O6	96	±5	NR	0	43	41	16	±11
RACE/ETHNICITY								
White	89	±3	2	3	52	28	15	±5
Total Minority	83	±4	2	3	44	37	15	±6
Black	84	±5	2	6	35	38	19	±10
Hispanic	84	±5	1	3	43	36	17	±8
Other Race/Ethnicity	80	±10	2	NR	55	37	7	±12

Note. Percent responding are Service members who answered the question. DoD Services are included only in Total and Total DoD categories.
NR: Not reportable

91. How do the opportunities/conditions for people of your race/ethnic background in the military compare to opportunities/conditions you would have in the civilian world?

h. Chance to show pride in your race/ethnic group

1. Much better as a civilian 2. Better as a civilian 3. No difference
4. Better in the military 5. Much better in the military

	Percent Responding		Percentages					Max ME
			1	2	3	4	5	
TOTAL	83	±1	4	7	61	16	11	±1
TOTAL DOD	82	±1	4	7	61	16	11	±1
Army	80	±2	5	8	60	16	11	±2
Navy	84	±2	4	7	63	17	9	±2
Marine Corps	79	±3	5	8	64	13	11	±4
Air Force	85	±1	3	5	61	18	13	±2
COAST GUARD	88	±3	2	6	65	17	10	±4
PAYGRADE								
Enlisted	87	±3	3	5	65	17	10	±4
E1 – E4	84	±5	4	3	66	18	10	±7
E5 – E9	89	±3	2	7	64	17	10	±5
Officers	93	±4	2	9	63	18	8	±7
O1 – O3	90	±6	2	9	66	16	7	±10
O4 – O6	96	±5	1	13	57	21	9	±11
RACE/ETHNICITY								
White	89	±3	2	5	67	16	10	±5
Total Minority	83	±4	3	11	56	21	9	±6
Black	84	±5	5	16	42	23	13	±10
Hispanic	84	±5	2	11	55	21	10	±8
Other Race/Ethnicity	80	±10	2	5	69	19	4	±11

Note. Percent responding are Service members who answered the question. DoD Services are included only in Total and Total DoD categories.

91. How do the opportunities/conditions for people of your race/ethnic background in the military compare to opportunities/conditions you would have in the civilian world?

i. Freedom from harassment

1. Much better as a civilian
4. Better in the military

2. Better as a civilian
5. Much better in the military

3. No difference

	Percent Responding		Percentages					Max ME
			1	2	3	4	5	
TOTAL	83	±1	2	3	55	27	13	±1
TOTAL DOD	82	±1	2	3	55	27	13	±1
Army	80	±2	3	3	56	25	13	±2
Navy	85	±2	2	3	58	26	11	±2
Marine Corps	79	±3	2	3	55	27	13	±4
Air Force	85	±1	1	1	51	31	16	±2
COAST GUARD	88	±3	1	2	58	28	11	±4
PAYGRADE								
Enlisted	87	±3	1	2	59	27	11	±5
E1 – E4	84	±5	1	3	63	25	9	±8
E5 – E9	89	±3	1	2	57	27	13	±5
Officers	92	±4	0	2	53	34	11	±7
O1 – O3	89	±6	NR	4	54	32	10	±11
O4 – O6	96	±5	NR	0	51	36	13	±11
RACE/ETHNICITY								
White	89	±3	1	2	59	27	11	±5
Total Minority	83	±4	1	3	52	34	10	±6
Black	85	±5	1	1	50	39	9	±9
Hispanic	84	±5	1	5	52	30	13	±8
Other Race/Ethnicity	80	±10	1	NR	56	36	6	±12

Note. Percent responding are Service members who answered the question. DoD Services are included only in Total and Total DoD categories.
NR: Not reportable

91. How do the opportunities/conditions for people of your race/ethnic background in the military compare to opportunities/conditions you would have in the civilian world?

j. Freedom from discrimination

1. Much better as a civilian

2. Better as a civilian

3. No difference

4. Better in the military

5. Much better in the military

	Percent Responding		Percentages					Max ME
			1	2	3	4	5	
TOTAL	82	±1	2	3	54	27	14	±1
TOTAL DOD	82	±1	2	3	54	27	14	±1
Army	79	±2	3	4	55	25	13	±2
Navy	84	±2	2	3	57	26	11	±2
Marine Corps	79	±3	2	3	55	27	14	±4
Air Force	85	±1	1	1	50	31	17	±2
COAST GUARD	88	±3	1	2	56	29	11	±4
PAYGRADE								
Enlisted	87	±3	1	2	57	28	11	±5
E1 – E4	84	±5	1	3	60	26	10	±8
E5 – E9	89	±3	1	2	55	29	12	±5
Officers	93	±4	1	3	49	36	11	±7
O1 – O3	90	±6	1	4	50	34	11	±11
O4 – O6	96	±5	NR	1	49	37	13	±11
RACE/ETHNICITY								
White	89	±3	1	2	57	28	12	±5
Total Minority	83	±4	1	3	51	35	10	±6
Black	85	±5	1	3	48	39	9	±9
Hispanic	84	±5	1	5	50	31	13	±8
Other Race/Ethnicity	80	±10	1	NR	54	35	8	±12

Note. Percent responding are Service members who answered the question. DoD Services are included only in Total and Total DoD categories.

NR: Not reportable

91. How do the opportunities/conditions for people of your race/ethnic background in the military compare to opportunities/conditions you would have in the civilian world?

k. Freedom from extremism/hate crimes

1. Much better as a civilian
4. Better in the military

2. Better as a civilian
5. Much better in the military

3. No difference

	Percent Responding		Percentages					Max ME
			1	2	3	4	5	
TOTAL	82	±1	1	1	49	29	19	±1
TOTAL DOD	82	±1	1	1	49	29	19	±1
Army	79	±2	2	2	50	28	18	±2
Navy	84	±2	1	2	52	28	17	±2
Marine Corps	79	±3	1	2	49	29	19	±4
Air Force	85	±1	1	1	45	31	23	±2
COAST GUARD	87	±3	0	1	51	32	16	±4
PAYGRADE								
Enlisted	86	±3	0	1	53	30	16	±5
E1 – E4	83	±5	0	1	58	25	15	±8
E5 – E9	88	±4	0	1	50	33	16	±5
Officers	92	±4	0	2	42	41	15	±7
O1 – O3	90	±6	NR	2	42	43	13	±11
O4 – O6	95	±5	NR	1	40	45	14	±11
RACE/ETHNICITY								
White	88	±3	0	1	52	30	16	±5
Total Minority	82	±4	0	1	44	41	14	±6
Black	84	±5	0	2	40	43	15	±10
Hispanic	83	±5	1	1	42	42	14	±8
Other Race/Ethnicity	80	±10	NR	NR	50	36	12	±11

Note. Percent responding are Service members who answered the question. DoD Services are included only in Total and Total DoD categories.
NR: Not reportable

91. How do the opportunities/conditions for people of your race/ethnic background in the military compare to opportunities/conditions you would have in the civilian world?

I. Race/ethnic relations overall

1. Much better as a civilian

2. Better as a civilian

3. No difference

4. Better in the military



















5. Much better in the military

	Percent Responding		Percentages					Max ME
			1	2	3	4	5	
TOTAL	82	±1	1	2	48	30	18	±1
TOTAL DOD	82	±1	1	2	48	30	18	±1
Army	79	±2	2	3	49	29	18	±2
Navy	84	±2	2	2	51	29	16	±2
Marine Corps	79	±3	2	2	48	29	19	±4
Air Force	85	±1	1	1	44	33	21	±2
COAST GUARD	87	±3	0	2	50	34	14	±4
PAYGRADE								
Enlisted	86	±3	0	2	53	31	14	±5
E1 – E4	82	±5	0	2	59	24	14	±8
E5 – E9	89	±3	0	2	48	36	13	±5
Officers	92	±4	0	3	40	42	16	±7
O1 – O3	88	±7	NR	3	42	42	14	±11
O4 – O6	96	±5	NR	NR	38	45	17	±11
RACE/ETHNICITY								
White	88	±3	0	2	51	32	15	±5
Total Minority	82	±4	1	3	46	39	11	±6
Black	84	±5	2	5	39	43	11	±10
Hispanic	84	±5	1	4	45	39	12	±8
Other Race/Ethnicity	79	±10	1	NR	53	36	11	±11

Note. Percent responding are Service members who answered the question. DoD Services are included only in Total and Total DoD categories.



















NR: Not reportable

92. Do you have friends of a different race/ethnicity with whom you socialize in your home/quarters?

	Percent Responding		Percentages	Max ME	Percentage Reporting Yes
			Yes		
TOTAL	84	±1	88	±1	
TOTAL DOD	84	±1	88	±1	
Army	82	±2	88	±2	
Navy	86	±1	88	±2	
Marine Corps	80	±3	90	±3	
Air Force	88	±1	86	±1	
COAST GUARD	91	±2	82	±3	
PAYGRADE					
Enlisted	89	±3	81	±4	
E1 – E4	88	±4	85	±6	
E5 – E9	90	±3	79	±5	
Officers	95	±3	84	±6	
O1 – O3	93	±5	81	±10	
O4 – O6	96	±5	79	±10	
RACE/ETHNICITY					
White	92	±3	80	±4	
Total Minority	86	±4	89	±4	
Black	86	±5	83	±8	
Hispanic	86	±5	92	±7	
Other Race/Ethnicity	87	±8	91	±10	

Note. Percent responding are Service members who answered the question. DoD Services are included only in Total and Total DoD categories.

93. Do you have close personal friends who are of a different race/ethnicity than yours?

	Percent Responding		Percentages	Max ME	Percentage Reporting Yes
			Yes		
TOTAL	84	±1	88	±1	
TOTAL DOD	84	±1	88	±1	
Army	81	±2	88	±2	
Navy	85	±2	88	±2	
Marine Corps	80	±3	89	±3	
Air Force	87	±1	87	±1	
COAST GUARD	90	±2	83	±3	
PAYGRADE					
Enlisted	89	±3	83	±4	
E1 – E4	88	±5	82	±7	
E5 – E9	90	±3	84	±5	
Officers	95	±3	84	±6	
O1 – O3	93	±5	85	±10	
O4 – O6	96	±5	79	±10	
RACE/ETHNICITY					
White	91	±3	81	±4	
Total Minority	86	±4	91	±5	
Black	86	±5	82	±11	
Hispanic	86	±5	95	±3	
Other Race/Ethnicity	87	±8	92	±12	

Note: Percent responding are Service members who answered the question. DoD Services are included only in Total and Total DoD categories.

94. Compared to right before you entered the military, do you have more or fewer close personal friends who are of a race/ethnicity different from yours?

1. Fewer now

2. About the same

3. More now

	Percent Responding		Percentages			Max ME
			1	2	3	
TOTAL	84	±1	7	46	47	±1
TOTAL DOD	84	±1	7	45	47	±1
Army	81	±2	7	45	48	±2
Navy	86	±1	7	45	48	±2
Marine Corps	80	±3	7	44	48	±4
Air Force	88	±1	7	47	46	±2
COAST GUARD	91	±2	10	50	40	±4
PAYGRADE						
Enlisted	90	±3	11	52	36	±5
E1 – E4	88	±4	18	52	30	±7
E5 – E9	90	±3	7	52	41	±5
Officers	95	±3	5	40	54	±7
O1 – O3	93	±5	8	40	52	±10
O4 – O6	96	±5	3	45	52	±11
RACE/ETHNICITY						
White	92	±3	9	49	41	±5
Total Minority	87	±4	12	53	36	±6
Black	86	±5	11	43	45	±12
Hispanic	87	±5	14	52	34	±8
Other Race/Ethnicity	87	±8	8	61	31	±11

Note. Percent responding are Service members who answered the question. DoD Services are included only in Total and Total DoD categories.

95. In your opinion, have race/ethnic relations in our nation gotten better or worse over the last 5 years?

1. Worse today

2. About the same as 5 years ago

3. Better today

	Percent Responding		Percentages			Max ME
			1	2	3	
TOTAL	84	±1	9	40	51	±1
TOTAL DOD	84	±1	9	40	51	±1
Army	81	±2	10	42	48	±2
Navy	85	±2	9	39	52	±2
Marine Corps	80	±3	7	35	58	±4
Air Force	87	±1	9	41	50	±2
COAST GUARD	90	±2	10	38	52	±4
PAYGRADE						
Enlisted	89	±3	11	37	52	±5
E1 – E4	86	±5	11	41	49	±7
E5 – E9	91	±3	10	35	55	±5
Officers	95	±3	8	41	52	±7
O1 – O3	93	±5	7	47	46	±10
O4 – O6	96	±5	5	34	60	±11
RACE/ETHNICITY						
White	91	±3	10	36	53	±5
Total Minority	87	±4	8	45	47	±6
Black	86	±5	7	59	34	±9
Hispanic	86	±5	8	41	52	±8
Other Race/Ethnicity	89	±7	9	39	52	±12

Note. Percent responding are Service members who answered the question. DoD Services are included only in Total and Total DoD categories.

96. In your opinion, have opportunities in our nation gotten better or worse over the last 5 years for...**a. Blacks or African Americans?**

1. Much worse
4. Better

2. Worse
5. Much better

3. Neither better nor worse

	Percent Responding		Percentages					Max ME	Average Opportunity		
			1	2	3	4	5				
TOTAL	83	±1	0	3	34	44	18	±1	3.8	±0.1	
TOTAL DOD	83	±1	0	3	34	44	18	±1	3.8	±0.1	
Army	80	±2	1	3	35	42	19	±2	3.8	±0.1	
Navy	85	±2	0	3	33	46	17	±2	3.8	±0.1	
Marine Corps	79	±3	0	2	32	45	21	±4	3.8	±0.1	
Air Force	86	±1	0	3	36	44	17	±2	3.7	±0.1	
COAST GUARD	90	±2	0	2	33	45	19	±4	3.8	±0.1	
PAYGRADE											
Enlisted	88	±3	0	2	32	45	21	±5	3.8	±0.1	
E1 – E4	86	±5	0	2	33	44	22	±8	3.9	±0.2	
E5 – E9	90	±3	0	3	32	45	20	±5	3.8	±0.1	
Officers	94	±3	0	2	36	47	14	±7	3.7	±0.1	
O1 – O3	92	±5	0	2	42	42	14	±10	3.7	±0.2	
O4 – O6	96	±5	NR	3	26	56	15	±11	3.8	±0.2	
RACE/ETHNICITY											
White	91	±3	0	2	31	47	21	±5	3.9	±0.1	
Total Minority	85	±4	0	5	42	40	13	±6	3.6	±0.1	
Black	85	±5	1	11	55	29	5	±9	3.3	±0.2	
Hispanic	85	±5	0	3	44	41	12	±8	3.6	±0.2	
Other Race/Ethnicity	86	±9	NR	2	27	50	21	±11	3.9	±0.2	

Note. Percent responding are Service members who answered the question. DoD Services are included only in Total and Total DoD categories.
NR: Not reportable

96. In your opinion, have opportunities in our nation gotten better or worse over the last 5 years for...**b. American Indians or Alaska Natives?**1. Much worse
4. Better2. Worse
5. Much better

3. Neither better nor worse

	Percent Responding		Percentages					Max ME	Average Opportunity		
			1	2	3	4	5				
TOTAL	83	±1	1	3	47	36	13	±1	3.6	±0.1	
TOTAL DOD	82	±1	1	3	47	36	13	±1	3.6	±0.1	
Army	80	±2	1	3	48	35	14	±2	3.6	±0.1	
Navy	84	±2	0	3	47	38	12	±2	3.6	±0.1	
Marine Corps	79	±3	0	3	44	37	16	±4	3.7	±0.1	
Air Force	86	±1	1	3	49	35	12	±2	3.6	±0.1	
COAST GUARD	89	±2	0	2	48	35	14	±4	3.6	±0.1	
PAYGRADE											
Enlisted	88	±3	0	2	47	36	15	±5	3.6	±0.1	
E1 – E4	86	±5	0	1	50	34	15	±7	3.6	±0.2	
E5 – E9	90	±3	0	3	45	37	15	±5	3.6	±0.1	
Officers	94	±3	0	2	52	35	11	±7	3.6	±0.1	
O1 – O3	92	±5	0	1	63	25	11	±11	3.5	±0.2	
O4 – O6	96	±5	NR	3	36	50	11	±11	3.7	±0.2	
RACE/ETHNICITY											
White	90	±3	0	1	46	37	16	±5	3.7	±0.1	
Total Minority	85	±4	1	4	56	31	9	±6	3.4	±0.1	
Black	84	±5	0	8	64	23	5	±8	3.2	±0.1	
Hispanic	85	±5	1	3	55	32	9	±8	3.4	±0.1	
Other Race/Ethnicity	86	±9	NR	2	49	37	12	±12	3.6	±0.2	

Note. Percent responding are Service members who answered the question. DoD Services are included only in Total and Total DoD categories.

NR: Not reportable

96. In your opinion, have opportunities in our nation gotten better or worse over the last 5 years for...

c. Asians, Native Hawaiians or Pacific Islanders?

1. Much worse
4. Better

2. Worse
5. Much better

3. Neither better nor worse

	Percent Responding		Percentages					Max ME	Average Opportunity		
			1	2	3	4	5				
TOTAL	82	±1	0	1	45	40	14	±1	3.7	±0.1	
TOTAL DOD	82	±1	0	1	45	40	14	±1	3.7	±0.1	
Army	79	±2	0	1	46	38	15	±2	3.6	±0.1	
Navy	84	±2	0	1	43	42	13	±2	3.7	±0.1	
Marine Corps	78	±3	0	1	42	41	16	±4	3.7	±0.1	
Air Force	86	±1	0	2	45	39	13	±2	3.6	±0.1	
COAST GUARD	89	±3	0	1	45	39	15	±4	3.7	±0.1	
PAYGRADE											
Enlisted	88	±3	0	1	43	40	16	±5	3.7	±0.1	
E1 – E4	86	±5	0	0	47	37	16	±8	3.7	±0.2	
E5 – E9	90	±3	0	2	41	41	16	±5	3.7	±0.1	
Officers	93	±4	0	1	50	37	12	±7	3.6	±0.1	
O1 – O3	91	±6	0	NR	63	25	11	±11	3.5	±0.2	
O4 – O6	96	±5	NR	1	35	50	14	±11	3.8	±0.2	
RACE/ETHNICITY											
White	90	±3	0	1	43	40	17	±5	3.7	±0.1	
Total Minority	84	±4	0	2	52	37	9	±6	3.5	±0.1	
Black	85	±5	0	3	62	29	5	±8	3.4	±0.1	
Hispanic	84	±5	0	2	51	37	11	±8	3.6	±0.2	
Other Race/Ethnicity	85	±9	NR	1	44	43	11	±12	3.7	±0.2	

Note. Percent responding are Service members who answered the question. DoD Services are included only in Total and Total DoD categories.
NR: Not reportable

96. In your opinion, have opportunities in our nation gotten better or worse over the last 5 years for...**d. Spanish/Hispanic/Latinos?**1. Much worse
4. Better2. Worse
5. Much better

3. Neither better nor worse

	Percent Responding		Percentages					Max ME	Average Opportunity		
			1	2	3	4	5				
TOTAL	82	±1	0	3	36	44	17	±1	3.7	±0.1	
TOTAL DOD	82	±1	0	3	36	44	17	±1	3.7	±0.1	
Army	79	±2	0	3	36	42	18	±2	3.8	±0.1	
Navy	84	±2	1	3	36	45	16	±2	3.7	±0.1	
Marine Corps	79	±3	0	2	32	46	21	±4	3.8	±0.1	
Air Force	86	±1	1	3	38	43	15	±2	3.7	±0.1	
COAST GUARD	89	±3	0	2	34	46	18	±4	3.8	±0.1	
PAYGRADE											
Enlisted	88	±3	0	1	33	46	19	±5	3.8	±0.1	
E1 – E4	86	±5	0	0	36	43	20	±8	3.8	±0.2	
E5 – E9	89	±3	0	2	31	48	19	±5	3.8	±0.1	
Officers	94	±3	0	3	35	48	14	±7	3.7	±0.1	
O1 – O3	92	±5	0	4	39	42	14	±11	3.7	±0.2	
O4 – O6	96	±5	NR	2	22	62	15	±11	3.9	±0.2	
RACE/ETHNICITY											
White	90	±3	0	1	32	47	20	±5	3.9	±0.1	
Total Minority	85	±4	1	3	40	45	12	±6	3.6	±0.1	
Black	84	±5	1	3	46	42	8	±9	3.5	±0.2	
Hispanic	85	±5	1	3	42	44	10	±8	3.6	±0.2	
Other Race/Ethnicity	86	±9	NR	3	30	48	18	±12	3.8	±0.2	

Note. Percent responding are Service members who answered the question. DoD Services are included only in Total and Total DoD categories.

NR: Not reportable

96. In your opinion, have opportunities in our nation gotten better or worse over the last 5 years for...

e. Arab Americans?

1. Much worse
4. Better

2. Worse
5. Much better

3. Neither better nor worse

	Percent Responding		Percentages					Max ME	Average Opportunity		
			1	2	3	4	5				
TOTAL	82	±1	10	33	33	17	8	±1	2.8	±0.1	
TOTAL DOD	82	±1	10	33	33	17	8	±1	2.8	±0.1	
Army	79	±2	11	31	33	16	9	±2	2.8	±0.1	
Navy	84	±2	9	31	34	18	7	±2	2.8	±0.1	
Marine Corps	79	±3	8	31	33	19	9	±4	2.9	±0.1	
Air Force	86	±1	11	36	31	15	6	±2	2.7	±0.1	
COAST GUARD	89	±3	12	34	31	16	7	±4	2.7	±0.1	
PAYGRADE											
Enlisted	88	±3	12	32	31	17	8	±4	2.8	±0.1	
E1 – E4	85	±5	13	32	29	16	10	±7	2.8	±0.2	
E5 – E9	90	±3	12	32	32	17	7	±5	2.8	±0.2	
Officers	94	±3	9	44	34	10	4	±7	2.5	±0.2	
O1 – O3	92	±5	11	43	37	4	6	±11	2.5	±0.2	
O4 – O6	96	±5	8	52	24	15	1	±11	2.5	±0.2	
RACE/ETHNICITY											
White	90	±3	11	35	31	15	8	±5	2.7	±0.1	
Total Minority	85	±4	14	31	33	17	5	±6	2.7	±0.2	
Black	85	±5	20	30	32	13	6	±10	2.5	±0.2	
Hispanic	84	±5	14	34	30	17	5	±8	2.6	±0.2	
Other Race/Ethnicity	87	±8	9	28	39	21	4	±12	2.8	±0.3	

Note. Percent responding are Service members who answered the question. DoD Services are included only in Total and Total DoD categories.

96. In your opinion, have opportunities in our nation gotten better or worse over the last 5 years for...**f. Whites?**1. Much worse
4. Better2. Worse
5. Much better

3. Neither better nor worse

	Percent Responding		Percentages					Max ME	Average Opportunity		
			1	2	3	4	5				
TOTAL	82	±1	3	11	53	21	12	±1	3.3	±0.1	
TOTAL DOD	82	±1	3	11	53	21	12	±1	3.3	±0.1	
Army	79	±2	3	11	51	21	14	±2	3.3	±0.1	
Navy	84	±2	3	11	51	23	11	±2	3.3	±0.1	
Marine Corps	79	±3	3	10	54	22	11	±4	3.3	±0.1	
Air Force	86	±1	3	10	55	21	11	±2	3.3	±0.1	
COAST GUARD	89	±3	6	13	56	18	7	±4	3.1	±0.1	
PAYGRADE											
Enlisted	87	±3	6	14	53	18	8	±5	3.1	±0.1	
E1 – E4	85	±5	6	13	51	20	10	±8	3.1	±0.2	
E5 – E9	89	±3	6	15	54	17	7	±5	3.0	±0.1	
Officers	94	±3	4	9	67	18	3	±7	3.1	±0.1	
O1 – O3	92	±6	4	9	67	16	3	±10	3.1	±0.2	
O4 – O6	96	±5	NR	7	67	22	3	±11	3.2	±0.2	
RACE/ETHNICITY											
White	90	±3	6	15	57	16	5	±5	3.0	±0.1	
Total Minority	85	±4	3	5	52	26	14	±6	3.4	±0.1	
Black	84	±5	0	2	53	25	20	±9	3.6	±0.2	
Hispanic	85	±5	2	4	52	28	15	±8	3.5	±0.2	
Other Race/Ethnicity	85	±9	6	9	52	25	8	±11	3.2	±0.3	

Note. Percent responding are Service members who answered the question. DoD Services are included only in Total and Total DoD categories.

NR: Not reportable

96. In your opinion, have opportunities in our nation gotten better or worse over the last 5 years for...

g. Muslims?

1. Much worse
4. Better

2. Worse
5. Much better

3. Neither better nor worse

	Percent Responding		Percentages					Max ME	Average Opportunity		
			1	2	3	4	5				
TOTAL	82	±1	11	36	35	13	5	±1	2.7	±0.1	
TOTAL DOD	82	±1	11	36	35	13	5	±1	2.7	±0.1	
Army	79	±2	12	35	34	12	6	±2	2.6	±0.1	
Navy	84	±2	10	33	38	14	5	±2	2.7	±0.1	
Marine Corps	78	±3	10	35	35	14	6	±4	2.7	±0.1	
Air Force	86	±1	12	39	32	12	5	±2	2.6	±0.1	
COAST GUARD	89	±3	14	38	32	12	4	±4	2.6	±0.1	
PAYGRADE											
Enlisted	88	±3	14	35	33	13	5	±4	2.6	±0.1	
E1 – E4	85	±5	15	32	31	18	4	±7	2.6	±0.2	
E5 – E9	89	±3	13	37	34	10	6	±5	2.6	±0.1	
Officers	94	±3	11	49	30	7	2	±7	2.4	±0.2	
O1 – O3	92	±5	12	49	32	2	5	±10	2.4	±0.2	
O4 – O6	96	±5	10	57	21	13	NR	±11	2.4	±0.2	
RACE/ETHNICITY											
White	90	±3	13	38	32	12	5	±5	2.6	±0.1	
Total Minority	85	±4	14	38	33	11	3	±6	2.5	±0.1	
Black	84	±5	17	41	31	7	3	±10	2.4	±0.2	
Hispanic	84	±5	16	35	33	11	3	±8	2.5	±0.2	
Other Race/Ethnicity	87	±8	9	39	34	14	3	±12	2.6	±0.3	

Note. Percent responding are Service members who answered the question. DoD Services are included only in Total and Total DoD categories.

NR: Not reportable

97. In your opinion, how often does racial/ethnic harassment and discrimination occur in the military now, as compared with a few years ago?

1. Much less often
4. More often

2. Less often
5. Much more often

3. About the same

	Percent Responding		Percentages					Max ME	Frequency of Occurrence		
			1	2	3	4	5				
TOTAL	49	±1	23	42	32	2	0	±1	2.1	±0.1	
TOTAL DOD	48	±1	23	42	32	2	0	±1	2.1	±0.1	
Army	46	±2	20	41	35	3	1	±2	2.2	±0.1	
Navy	53	±2	25	43	30	2	0	±2	2.1	±0.1	
Marine Corps	33	±2	29	42	28	1	0	±4	2.0	±0.1	
Air Force	54	±1	23	43	32	2	0	±2	2.1	±0.1	
COAST GUARD	57	±3	22	43	32	2	1	±4	2.2	±0.1	
PAYGRADE											
Enlisted	51	±3	24	43	31	2	1	±5	2.1	±0.1	
E1 – E4	16	±5	17	32	44	NR	NR	±15	2.4	±0.3	
E5 – E9	76	±5	25	44	29	1	1	±6	2.1	±0.1	
Officers	82	±6	19	44	36	1	0	±7	2.2	±0.2	
O1 – O3	68	±10	15	43	41	1	0	±12	2.3	±0.2	
O4 – O6	94	±6	22	47	32	0	NR	±11	2.1	±0.2	
RACE/ETHNICITY											
White	57	±4	24	42	32	1	1	±5	2.1	±0.1	
Total Minority	56	±5	16	45	35	3	1	±6	2.3	±0.1	
Black	58	±8	12	44	39	4	1	±9	2.4	±0.2	
Hispanic	48	±7	18	40	40	2	0	±10	2.3	±0.2	
Other Race/Ethnicity	65	±11	17	52	26	NR	NR	±13	2.2	±0.3	

Note. Percent responding are Service members who answered the question and who have had at least 5 years of service (Q19). DoD Services are included only in Total and Total DoD categories.
NR: Not reportable

98. In your opinion, have race/ethnic relations in the military gotten better or worse over the last 5 years?

1. Worse today

2. About the same as 5 years ago

3. Better today

	Percent Responding		Percentages			Max ME
			1	2	3	
TOTAL	49	±1	2	41	57	±1
TOTAL DOD	48	±1	2	41	57	±1
Army	46	±2	4	44	53	±2
Navy	53	±2	2	38	60	±2
Marine Corps	33	±2	2	35	63	±4
Air Force	55	±1	2	43	56	±2
COAST GUARD	57	±3	2	41	58	±4
PAYGRADE						
Enlisted	51	±3	2	38	60	±5
E1 – E4	16	±5	6	50	44	±15
E5 – E9	76	±5	1	37	62	±6
Officers	82	±6	1	46	52	±7
O1 – O3	68	±10	1	55	44	±12
O4 – O6	94	±6	0	44	56	±11
RACE/ETHNICITY						
White	57	±4	2	40	58	±5
Total Minority	56	±5	2	43	55	±6
Black	59	±8	3	52	45	±8
Hispanic	48	±7	2	43	55	±10
Other Race/Ethnicity	68	±10	2	37	61	±13

Note. Percent responding are Service members who answered the question and who have had at least 5 years of service (Q19). DoD Services are included only in Total and Total DoD categories.

99. In your opinion, have opportunities in the military gotten better or worse over the last 5 years for...**a. Blacks or African Americans?**1. Much worse
4. Better2. Worse
5. Much better

3. Neither better nor worse

	Percent Responding		Percentages					Max ME	Average Opportunity		
			1	2	3	4	5				
TOTAL	48	±1	0	1	46	37	15	±1	3.7	±0.1	
TOTAL DOD	48	±1	0	1	46	37	15	±1	3.7	±0.1	
Army	45	±2	0	1	44	36	18	±2	3.7	±0.1	
Navy	52	±2	0	1	44	42	13	±2	3.7	±0.1	
Marine Corps	33	±2	0	0	47	37	15	±4	3.7	±0.1	
Air Force	54	±1	0	1	51	34	14	±2	3.6	±0.1	
COAST GUARD	57	±3	0	1	43	41	15	±4	3.7	±0.1	
PAYGRADE											
Enlisted	50	±3	0	1	39	44	16	±5	3.8	±0.1	
E1 – E4	16	±5	0	1	51	39	9	±16	3.6	±0.2	
E5 – E9	75	±5	0	1	37	44	18	±6	3.8	±0.1	
Officers	81	±6	0	1	52	36	11	±7	3.6	±0.1	
O1 – O3	65	±10	NR	1	59	30	10	±12	3.5	±0.2	
O4 – O6	95	±5	NR	0	44	45	10	±11	3.6	±0.2	
RACE/ETHNICITY											
White	57	±4	0	0	42	42	15	±5	3.7	±0.1	
Total Minority	56	±5	0	2	45	38	15	±7	3.7	±0.1	
Black	59	±8	1	4	47	42	6	±8	3.5	±0.2	
Hispanic	46	±7	0	2	51	33	14	±10	3.6	±0.2	
Other Race/Ethnicity	68	±10	NR	0	37	40	22	±13	3.8	±0.2	

Note. Percent responding are Service members who answered the question and who have had at least 5 years of service (Q19). DoD Services are included only in Total and Total DoD categories.

NR: Not reportable

99. In your opinion, have opportunities in the military gotten better or worse over the last 5 years for...**b. American Indians or Alaska Natives?**1. Much worse
4. Better2. Worse
5. Much better

3. Neither better nor worse

	Percent Responding		Percentages					Max ME	Average Opportunity		
			1	2	3	4	5				
TOTAL	48	±1	0	1	54	33	11	±1	3.5	±0.1	
TOTAL DOD	48	±1	0	1	54	33	11	±1	3.5	±0.1	
Army	45	±2	0	1	54	33	12	±2	3.6	±0.1	
Navy	52	±2	0	1	52	37	10	±2	3.6	±0.1	
Marine Corps	33	±2	0	0	54	33	12	±4	3.6	±0.1	
Air Force	53	±1	0	1	58	30	12	±2	3.5	±0.1	
COAST GUARD	56	±3	0	0	50	37	12	±4	3.6	±0.1	
PAYGRADE											
Enlisted	50	±3	0	0	45	40	14	±5	3.7	±0.1	
E1 – E4	15	±5	NR	NR	58	33	10	±16	3.5	±0.3	
E5 – E9	75	±5	0	1	44	41	15	±6	3.7	±0.1	
Officers	81	±6	0	0	61	30	8	±7	3.5	±0.1	
O1 – O3	65	±10	NR	NR	69	24	7	±12	3.4	±0.2	
O4 – O6	95	±5	NR	0	54	36	9	±11	3.5	±0.2	
RACE/ETHNICITY											
White	57	±4	0	0	48	38	13	±5	3.6	±0.1	
Total Minority	56	±5	0	1	56	33	10	±7	3.5	±0.1	
Black	58	±8	1	2	58	35	5	±8	3.4	±0.1	
Hispanic	46	±7	0	1	57	32	10	±10	3.5	±0.2	
Other Race/Ethnicity	68	±10	NR	0	54	33	12	±13	3.6	±0.2	

Note. Percent responding are Service members who answered the question and who have had at least 5 years of service (Q19). DoD Services are included only in Total and Total DoD categories.

NR: Not reportable

99. In your opinion, have opportunities in the military gotten better or worse over the last 5 years for...**c. Asians, Native Hawaiians or Pacific Islanders?**1. Much worse
4. Better2. Worse
5. Much better

3. Neither better nor worse

	Percent Responding		Percentages					Max ME	Average Opportunity		
			1	2	3	4	5				
TOTAL	48	±1	0	1	53	35	12	±1	3.6	±0.1	
TOTAL DOD	48	±1	0	1	53	34	12	±1	3.6	±0.1	
Army	45	±2	0	1	52	34	13	±2	3.6	±0.1	
Navy	52	±2	0	1	49	39	11	±2	3.6	±0.1	
Marine Corps	33	±2	0	0	53	34	13	±4	3.6	±0.1	
Air Force	54	±1	0	1	57	30	12	±2	3.5	±0.1	
COAST GUARD	56	±3	0	0	47	40	13	±4	3.7	±0.1	
PAYGRADE											
Enlisted	50	±3	0	0	42	43	15	±5	3.7	±0.1	
E1 – E4	15	±5	NR	NR	59	32	9	±16	3.5	±0.2	
E5 – E9	74	±5	0	0	40	45	15	±6	3.8	±0.1	
Officers	80	±6	0	0	59	33	8	±7	3.5	±0.1	
O1 – O3	65	±10	NR	NR	71	22	6	±12	3.4	±0.2	
O4 – O6	92	±6	NR	NR	49	43	8	±11	3.6	±0.2	
RACE/ETHNICITY											
White	56	±4	0	0	46	41	13	±5	3.7	±0.1	
Total Minority	56	±5	0	1	51	37	11	±7	3.6	±0.1	
Black	58	±8	1	1	56	34	8	±8	3.5	±0.2	
Hispanic	46	±7	0	1	52	36	10	±10	3.6	±0.2	
Other Race/Ethnicity	68	±10	NR	NR	47	40	14	±13	3.7	±0.2	

Note. Percent responding are Service members who answered the question and who have had at least 5 years of service (Q19). DoD Services are included only in Total and Total DoD categories.

NR: Not reportable

99. In your opinion, have opportunities in the military gotten better or worse over the last 5 years for...

d. Spanish/Hispanic/Latinos?

1. Much worse
4. Better

2. Worse
5. Much better

3. Neither better nor worse

	Percent Responding		Percentages					Max ME	Average Opportunity		
			1	2	3	4	5				
TOTAL	48	±1	0	1	48	37	14	±1	3.6	±0.1	
TOTAL DOD	48	±1	0	1	48	37	14	±1	3.6	±0.1	
Army	45	±2	0	1	46	37	16	±2	3.7	±0.1	
Navy	52	±2	0	1	46	41	11	±2	3.6	±0.1	
Marine Corps	33	±2	0	1	49	36	14	±4	3.6	±0.1	
Air Force	53	±1	0	1	53	33	13	±2	3.6	±0.1	
COAST GUARD	57	±3	0	1	42	43	14	±4	3.7	±0.1	
PAYGRADE											
Enlisted	50	±3	0	1	39	44	16	±5	3.8	±0.1	
E1 – E4	16	±5	0	0	50	35	15	±16	3.6	±0.3	
E5 – E9	75	±5	0	1	37	46	16	±6	3.8	±0.1	
Officers	81	±6	0	1	50	39	10	±7	3.6	±0.1	
O1 – O3	66	±10	0	1	58	33	8	±12	3.5	±0.2	
O4 – O6	94	±5	NR	NR	40	50	10	±11	3.7	±0.2	
RACE/ETHNICITY											
White	57	±4	0	0	41	44	14	±5	3.7	±0.1	
Total Minority	56	±5	1	2	44	39	14	±7	3.6	±0.1	
Black	58	±8	1	1	46	41	10	±9	3.6	±0.2	
Hispanic	47	±7	1	2	48	36	13	±10	3.6	±0.2	
Other Race/Ethnicity	68	±10	NR	2	39	40	19	±13	3.8	±0.2	

Note. Percent responding are Service members who answered the question and who have had at least 5 years of service (Q19). DoD Services are included only in Total and Total DoD categories.

NR: Not reportable

99. In your opinion, have opportunities in the military gotten better or worse over the last 5 years for...**e. Arab Americans?**1. Much worse
4. Better2. Worse
5. Much better

3. Neither better nor worse

	Percent Responding		Percentages					Max ME	Average Opportunity		
			1	2	3	4	5				
TOTAL	48	±1	3	12	51	25	9	±1	3.2	±0.1	
TOTAL DOD	47	±1	3	12	51	25	9	±1	3.2	±0.1	
Army	45	±2	4	14	48	24	10	±2	3.2	±0.1	
Navy	52	±2	2	12	51	28	8	±2	3.3	±0.1	
Marine Corps	32	±2	3	10	49	26	11	±4	3.3	±0.1	
Air Force	53	±1	3	12	54	22	9	±2	3.2	±0.1	
COAST GUARD	56	±3	2	11	50	27	10	±4	3.3	±0.1	
PAYGRADE											
Enlisted	50	±3	2	11	46	29	11	±5	3.4	±0.1	
E1 – E4	15	±5	7	16	54	19	NR	±16	3.0	±0.3	
E5 – E9	74	±5	1	11	45	30	13	±6	3.4	±0.1	
Officers	81	±6	3	11	57	22	6	±7	3.2	±0.2	
O1 – O3	65	±10	5	13	60	17	5	±12	3.0	±0.2	
O4 – O6	95	±5	1	12	54	26	7	±11	3.3	±0.2	
RACE/ETHNICITY											
White	56	±4	2	10	49	28	11	±5	3.4	±0.1	
Total Minority	55	±5	5	18	50	20	7	±7	3.1	±0.2	
Black	58	±8	6	19	54	16	5	±9	2.9	±0.2	
Hispanic	45	±7	6	17	44	24	9	±11	3.1	±0.2	
Other Race/Ethnicity	67	±10	3	17	53	20	7	±13	3.1	±0.3	

Note. Percent responding are Service members who answered the question and who have had at least 5 years of service (Q19). DoD Services are included only in Total and Total DoD categories.

NR: Not reportable

99. In your opinion, have opportunities in the military gotten better or worse over the last 5 years for...

f. Whites?

1. Much worse
4. Better

2. Worse
5. Much better

3. Neither better nor worse

	Percent Responding		Percentages					Max ME	Average Opportunity		
			1	2	3	4	5				
TOTAL	48	±1	2	6	59	23	11	±1	3.4	±0.1	
TOTAL DOD	48	±1	1	6	59	23	11	±1	3.4	±0.1	
Army	45	±2	2	7	55	23	13	±2	3.4	±0.1	
Navy	52	±2	1	6	57	26	10	±2	3.4	±0.1	
Marine Corps	33	±2	2	6	62	20	11	±4	3.3	±0.1	
Air Force	54	±1	1	4	64	21	10	±2	3.3	±0.1	
COAST GUARD	56	±3	4	8	62	19	7	±4	3.2	±0.1	
PAYGRADE											
Enlisted	50	±3	4	8	59	20	9	±5	3.2	±0.1	
E1 – E4	16	±5	NR	5	70	13	8	±15	3.1	±0.3	
E5 – E9	75	±5	4	9	57	21	9	±6	3.2	±0.1	
Officers	81	±6	2	7	71	17	4	±7	3.1	±0.1	
O1 – O3	65	±10	3	5	80	10	2	±10	3.0	±0.2	
O4 – O6	94	±5	NR	7	64	23	6	±11	3.3	±0.2	
RACE/ETHNICITY											
White	57	±4	4	9	64	17	6	±5	3.1	±0.1	
Total Minority	55	±5	3	4	54	27	12	±7	3.4	±0.2	
Black	58	±8	0	1	53	28	18	±8	3.6	±0.2	
Hispanic	46	±7	5	2	50	30	13	±13	3.4	±0.3	
Other Race/Ethnicity	67	±10	NR	8	58	24	7	±13	3.3	±0.3	

Note. Percent responding are Service members who answered the question and who have had at least 5 years of service (Q19). DoD Services are included only in Total and Total DoD categories.

NR: Not reportable

99. In your opinion, have opportunities in the military gotten better or worse over the last 5 years for...**g. Muslims?**1. Much worse
4. Better2. Worse
5. Much better

3. Neither better nor worse

	Percent Responding		Percentages					Max ME	Average Opportunity		
			1	2	3	4	5				
TOTAL	48	±1	4	15	53	21	7	±1	3.1	±0.1	
TOTAL DOD	48	±1	4	15	53	21	7	±1	3.1	±0.1	
Army	45	±2	6	17	49	20	7	±2	3.1	±0.1	
Navy	52	±2	3	14	53	23	7	±2	3.2	±0.1	
Marine Corps	33	±2	4	14	54	20	7	±4	3.1	±0.1	
Air Force	54	±1	4	14	56	18	7	±2	3.1	±0.1	
COAST GUARD	56	±3	5	16	53	20	7	±4	3.1	±0.1	
PAYGRADE											
Enlisted	50	±3	5	16	49	22	8	±5	3.1	±0.1	
E1 – E4	16	±5	11	19	48	19	NR	±16	2.8	±0.3	
E5 – E9	74	±5	4	15	49	23	9	±6	3.2	±0.1	
Officers	81	±6	4	15	61	15	5	±7	3.0	±0.2	
O1 – O3	65	±10	7	16	66	7	5	±12	2.9	±0.2	
O4 – O6	95	±5	1	16	56	20	7	±11	3.2	±0.2	
RACE/ETHNICITY											
White	56	±4	4	14	53	22	8	±5	3.1	±0.1	
Total Minority	56	±5	6	21	52	15	5	±7	2.9	±0.2	
Black	58	±8	9	25	50	12	3	±9	2.8	±0.2	
Hispanic	45	±7	5	15	52	21	6	±11	3.1	±0.2	
Other Race/Ethnicity	68	±10	5	23	55	11	6	±13	2.9	±0.3	

Note. Percent responding are Service members who answered the question and who have had at least 5 years of service (Q19). DoD Services are included only in Total and Total DoD categories.

NR: Not reportable

100. Did you respond to this survey via the Web or a paper survey questionnaire? Constructed from administrative data.

1. Paper survey

2. Web survey

	Percent Responding		Percentages		Max ME
			1	2	
TOTAL	100	±0	7	93	±1
TOTAL DOD	100	±0	7	93	±1
Army	100	±0	8	92	±1
Navy	100	±0	8	92	±1
Marine Corps	100	±0	11	89	±3
Air Force	100	±0	5	95	±1
COAST GUARD	100	±0	7	93	±2
PAYGRADE					
Enlisted	100	±0	8	92	±3
E1 – E4	100	±0	10	90	±5
E5 – E9	100	±0	7	93	±3
Officers	100	±0	4	96	±4
O1 – O3	100	±0	4	96	±7
O4 – O6	100	±0	7	93	±8
RACE/ETHNICITY					
White	100	±0	7	93	±3
Total Minority	100	±0	6	94	±3
Black	100	±0	5	95	±4
Hispanic	100	±0	7	93	±4
Other Race/Ethnicity	100	±0	7	93	±10

Note. Percent responding are Service members who answered the survey. DoD Services are included only in Total and Total DoD categories.

Survey Instrument



**Human Resources Strategic Assessment Program
(HRSAP)**

Information and Technology for Better Decision Making

- You have reached the redirect page for Department of Defense Human Resources Strategic Assessment Program (HRSAP) surveys. You will be redirected to our contractor's web site (a secure .com site run by Data Recognition Corporation) to participate in the survey.
- Please enter your Ticket Number below, then click the Continue button to access your survey.

- If you are not automatically transferred, click on the link below:

<http://www.dodsurvey.net>

Certification

Authorities: [10 USC 1782](#)

Sponsor: [Office of the Under Secretary of Defense for Personnel and Readiness](#)

Report Control Number: DD-P&R(AR) 2145

Contract: M67004-99-0001

Survey Results: <http://www.dmdc.osd.mil/surveys>

2005 Workplace and Equal Opportunity Survey of Active-Duty Members

[RCS#DD-P&R\(OD\)1946](#)
[Exp. 12/31/07](#)

Welcome!

Thank you for visiting this Website now to update information useful in the survey administration. Information requested now is not the actual survey - be sure to come back later (on or about 18 October) to do the actual survey. When you click the Continue button below, you will be asked to:

- Read the Privacy Act Statement if you choose.
- Review your contact information.
- Provide your e-mail address(es) so we can communicate with you about the survey.

Thank you, again, for your time and participation.

[Frequently Asked Questions / How to Contact Us](#)

PRIVACY ACT & INFORMED CONSENT STATEMENT

In accordance with the Privacy Act, this notice informs you of the purpose of this survey and how the findings of these surveys will be used. Please read it carefully.

AUTHORITY: 10 United States Code, Sections 136, 481, 1782, and 2358.

PRINCIPAL PURPOSE: Information collected in this survey will be used to report attitudes and perceptions about personnel programs and policies. This information will assist in the formulation of policies which may be needed to improve the working environment. Reports will be provided to the Office of the Secretary of Defense, each Military Department, and the Joint Chiefs of Staff. Findings will be used in reports and testimony provided to Congress. Some findings may be published by the Defense Manpower Data Center (DMDC) or in professional journals, or presented at conferences, symposia, and scientific meetings. In no case will the data be reported or used for identifiable individuals.

ROUTINE USES: None.

DISCLOSURE: Providing information on this survey is voluntary. There is no penalty if you choose not to respond. However, maximum participation is encouraged so that the data will be complete and representative. Your survey responses will be treated as confidential. Identifying information will be used only by persons engaged in, and for purposes of, the survey research.

SECURITY PROTECTION ADVISORY

STATEMENT OF RISK: The data collection procedures are not expected to involve any risk or discomfort to you. The only risk to you is accidental or unintentional disclosure of the data you provide. However, DMDC has a number of policies and procedures to ensure that survey data are safe and protected. If you have any questions about this survey, please contact HRSurvey@osd.pentagon.mil. For questions regarding Human Subjects issues, contact NPRST Protection of Human Subjects Committee at (901) 874-4994, (DSN) 882-4994, or nprstpao@persnet.navy.mil.

WEB SITE PRIVACY: The Department of Defense and Data Recognition Corporation will collect no personal information about you when you visit this Web site unless you choose to provide it yourself. If you supply us with personal information, it will be treated as confidential.

In addition, our system does not enable "cookies," which are files placed on your computer's hard drive in order to monitor your use of the site or the Web. For more information about your privacy rights, please read the Privacy Act Notice at the start of the survey.

This Website does gather and store certain data from your visit. This non-personal information makes the site helpful to you by recognizing the types of technology you use. The data collected appear below:

1. Your Internet host or domain (for example, "youragency.mil" if you connect from a military domain; "yourschool.edu" if you connect from a university's domain; or "yourcompany.com" if you use a private Internet access account). Other examples of domains are compuserve.com and aol.com.
2. Your Internet Protocol (IP) address (for example, www.compuserve.com, www.aol.com, 122.3.55.34). Depending on your Internet service provider, IP addresses may identify your computer; in other cases, they identify no more than your Internet service provider (such as AOL or Earthlink). This is stored for troubleshooting technical problems.
3. The type and version of the browser and operating system you use to access our site.
4. The date and time you access this site.
5. The pages you visit.

None of this information will be revealed publicly or used to identify you

ABOUT THIS QUESTIONNAIRE

Why should I participate?

- This is your chance to be heard on issues that directly affect you.
- Some examples of topics include: quality of life, retention, and satisfaction.

- Your answers on a survey make a difference. For example, results from previous surveys have played an important role in deliberations on pay rate adjustments, cost of living and housing allowances, and morale and retention programs.

How do I participate?

- You can either complete and return the paper survey or take the survey on the Web. To participate on the Web, click the Continue Now button.

How did you pick me?

- We use well-established, scientific procedures to select a sample that represents the Defense community.
- This sampling procedure sets up clusters of people based on combinations of demographic characteristics (e.g., Service, rank, etc.).
- You were selected at random from one of these clusters of people.

Why am I being asked to use the Web?

- Web administration enables us to get survey results to senior Defense leaders faster.

Why are you using a .net instead of a .mil domain to field your survey?

- A .net domain was chosen for two reasons.
 1. The WEOA operations contractor, Data Recognition Corp., consolidates both Web and paper survey data for DoD and it is more efficient for the Government to collect it at their site.
 2. This minimizes the chance that the Security and Consent to Monitor Statement, required of all .mil sites, would create a chilling effect on respondent willingness to give us honest attitudes and opinions. It is not required with a commercial domain.
 3. This makes it as easy as possible for everyone to access the survey, even from a non-government computer.

Do I have to take the survey in one sitting?

- No, it is not necessary to complete the survey in one sitting. Just click the "Save and Return Later" button and the work you completed will be saved.
- When you return to the survey, merely enter your Ticket Number again. Entering your Ticket Number will bring you to the place in the survey where you had stopped.

Why does the survey ask personal questions?

- The Defense Manpower Data Center (DMDC) traditionally reports not only overall results, but also results by race/ethnicity, paygrade, etc.
- To complete these analyses, we must ask respondents for this type of demographic information.
- Analyzing results in this way provides Defense leaders information about the attitudes and concerns of all subgroups of personnel (e.g., enlisted/officer, males/females) so that no groups are overlooked.
- Sensitive questions are sometimes also asked about topics like personal finances. Such information will be used to improve personnel policies, programs, and practices. As with all questions on the surveys, your responses will be held in confidence.

Will my answers be kept private?

- Your privacy will be safeguarded in accordance with the Privacy Act of 1974 (Public Law 93-579).
- Only group statistics will be reported. Individual data will not be reported.

Will I ever see the results of the survey?

- This survey's briefings and reports will be posted on the following Website:
<http://www.dmdc.osd.mil/surveys/>
- When you complete a survey, you can request to be notified by e-mail when results are posted on the Web.

What is DMDC?

- DMDC maintains the largest archive of personnel, manpower, training, and financial data in DoD. It also conducts Joint-Service surveys and operates the Status of Forces Survey Program for the DoD. To learn more, visit the DMDC web site:
<http://www.dmdc.osd.mil/>

How do I know this is an official, approved DoD survey?

- In accordance with DoD Directive 8910.1, all data collection in the Department must be licensed and show that license as a Report Control Symbol (RCS) with an expiration date. The RCS for the WEOA is DD-P&R(QD)1946, expiring 12/31/2007.

What is HRSurvey@osd.pentagon.mil?

- The official e-mail address for communicating with active duty members about this survey. The name is short for Human Relations Survey, which includes surveys on equal opportunity and gender issues.

How to Contact Us

- If you have questions or concerns about this survey, you have three ways to contact the Survey Operations Center:
Call 1-800-881-5307
Or
E-mail us using the following link: HRSurvey@osd.pentagon.mil
Or
Send us a fax at 1-763-493-4956

YOUR BACKGROUND

1. **I give my voluntary informed consent to participate in this survey project.**

- ☒ Yes
☒ No - stop here and return the survey

2. **In what Service were you on active duty on Month Day, 2004?**

- ☒ Army
☒ Navy
☒ Marine Corps
☒ Air Force
☒ Coast Guard
☒ None, you were separated or retired - stop here and return the survey

3. **Are you...?**

- ☒ Male
☒ Female

4. **What is your current paygrade? *Mark one.***

- | | | | |
|---|---|---|--|
| <input checked="" type="checkbox"/> E-1 | <input checked="" type="checkbox"/> E-6 | <input checked="" type="checkbox"/> W-1 | <input checked="" type="checkbox"/> O-1/O-1E |
| <input checked="" type="checkbox"/> E-2 | <input checked="" type="checkbox"/> E-7 | <input checked="" type="checkbox"/> W-2 | <input checked="" type="checkbox"/> O-2/O-2E |
| <input checked="" type="checkbox"/> E-3 | <input checked="" type="checkbox"/> E-8 | <input checked="" type="checkbox"/> W-3 | <input checked="" type="checkbox"/> O-3/O-3E |
| <input checked="" type="checkbox"/> E-4 | <input checked="" type="checkbox"/> E-9 | <input checked="" type="checkbox"/> W-4 | <input checked="" type="checkbox"/> O-4 |
| <input checked="" type="checkbox"/> E-5 | | <input checked="" type="checkbox"/> W-5 | <input checked="" type="checkbox"/> O-5 |
| | | | <input checked="" type="checkbox"/> O-6 or above |

5. **Are you Spanish/Hispanic/Latino?**

- ☒ No, not Spanish/Hispanic/Latino
☒ Yes, Mexican, Mexican-American, Chicano, Puerto Rican, Cuban, or other Spanish/Hispanic/Latino

6. **What is your race? *Mark one or more races to indicate what you consider yourself to be.***

- ☒ White
☒ Black or African American
☒ American Indian or Alaska Native
☒ Asian (for example, Asian Indian, Chinese, Filipino, Japanese, Korean, or Vietnamese)
☒ Native Hawaiian or other Pacific Islander (for example, Samoan, Guamanian or Chamorro)

7. **What is the highest degree or level of school that you have completed? *Mark the one answer that describes the highest grade or degree that you have completed.***

- ☒ 12 years or less of school (no diploma)
☒ High school graduate--high school diploma or equivalent (e.g., GED)
☒ Some college credit, but less than 1 year
☒ 1 or more years of college, no degree
☒ Associate's degree (for example, AA, AS)
☒ Bachelor's degree (for example, BA, AB, BS)
☒ Master's, doctoral, or professional school degree (for example, MA, MS, MEng, MBA, MSW, PhD, MD, JD, DVM)

FAMILY AND HOUSEHOLD INFORMATION

8. **What is your marital status? *Mark one.***

- ☒ Married
☒ Separated
☒ Divorced
☒ Widowed
☒ Never married

9. **How many years have you been married to your current spouse? If you are not married, how long have you been in a relationship with your current significant other (that is, girlfriend or boyfriend)?**

- ☒ Does not apply; I am not married and I do not have a girlfriend/boyfriend --> IF DOES NOT APPLY, THEN GO TO QUESTION 12
☒ Less than 1 year
☒ 1 year to less than 6 years
☒ 6 years to less than 10 years
☒ 10 years or more

10. **Is your spouse/significant other Spanish/Hispanic/Latino?**

- ☒ No, not Spanish/Hispanic/Latino
☒ Yes, Mexican, Mexican-American, Chicano, Puerto Rican, Cuban, or other Spanish/Hispanic/Latino

11. What race is your spouse/significant other?
Mark one or more races to indicate what you consider your spouse/significant other to be.

- ☒ White
- ☒ Black or African American
- ☒ American Indian or Alaska Native
- ☒ Asian (for example, Asian Indian, Chinese, Filipino, Japanese, Korean, or Vietnamese)
- ☒ Native Hawaiian or other Pacific Islander (for example, Samoan, Guamanian or Chamorro)

The definition of "child, children, or other legal dependents" includes anyone in your family, except your spouse, who has, or is eligible to have, a Uniformed Services identification card (military ID card) or is eligible for military health care benefits and is enrolled in the Defense Enrollment Eligibility Reporting System (DEERS).

12. Do you have a child, children, or other legal dependents based on the definition above?

- ☒ Yes
- ☒ No

SATISFACTION AND RETENTION INTENTION

13. In general, has your life been better or worse than you expected when you first entered the military?

- ☒ Much better
- ☒ Better
- ☒ Neither better nor worse
- ☒ Worse
- ☒ Much worse

14. In general, has your work been better or worse than you expected when you first entered the military?

- ☒ Much better
- ☒ Better
- ☒ Neither better nor worse
- ☒ Worse
- ☒ Much worse

15. Suppose that you have to decide whether to stay on active duty. Assuming you could stay, how likely is it that you would choose to do so?

- ☒ Very likely
- ☒ Likely
- ☒ Neither likely nor unlikely
- ☒ Unlikely
- ☒ Very unlikely

16. Does your spouse or significant other think you should stay on or leave active duty?

- ☒ Strongly favors staying
- ☒ Somewhat favors staying
- ☒ Has no opinion one way or the other
- ☒ Somewhat favors leaving
- ☒ Strongly favors leaving
- ☒ Does not apply; I am not married and I do not have a girlfriend/boyfriend

17. Does your family think you should stay on or leave active duty?

- ☒ Strongly favors staying
- ☒ Somewhat favors staying
- ☒ Has no opinion one way or the other
- ☒ Somewhat favors leaving
- ☒ Strongly favors leaving

18. How many years of active-duty service have you completed (including enlisted, warrant officer, and commissioned officer time)? *To indicate less than 1 year, enter "0". To indicate 35 years or more, enter "35".*

Years

19. When you talk with your children about their future, do you encourage them to consider the military?

- ☒ Yes
- ☒ No
- ☒ Does not apply

20. If you had a friend considering active duty military service, would you recommend that he/she join? Mark "Yes" or "No" for each item.

	Yes	No
a. A friend who is White	<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>
b. A friend who is Black or African American	<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>
c. A friend who is American Indian or Alaska Native	<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>
d. A friend who is Asian (for example, Asian Indian, Chinese, Filipino, Japanese, Korean, or Vietnamese)	<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>
e. A friend who is Native Hawaiian or other Pacific Islander (for example, Samoan, Guamanian or Chamorro)	<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>
f. A friend who is Spanish/Hispanic/Latino	<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>

21. Overall, how satisfied are you with the military way of life?

- ☒ Very satisfied
- ☒ Satisfied
- ☒ Neither satisfied nor dissatisfied
- ☒ Dissatisfied
- ☒ Very dissatisfied

22. How much do you agree or disagree with each of the following statements? Mark one answer for each statement.

	Strongly disagree	Disagree	Neither agree nor disagree	Agree	Strongly agree
a. I enjoy serving in the military	<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>
b. Serving in the military is consistent with my personal goals	<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>
c. If I left the military, I would feel like I'm starting all over again	<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>
d. I would feel guilty if I left the military	<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>
e. Generally, on a day-to-day basis, I am happy with my life in the military	<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>

	Strongly disagree	Disagree	Neither agree nor disagree	Agree	Strongly agree
f. It would be difficult for me to leave the military and give up the benefits that are available in the Service	<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>
g. I would not leave the military right now because I have a sense of obligation to the people in it	<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>
h. I really feel as if the military's values are my own	<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>
i. I would have difficulty finding a job if I left the military	<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>
j. Generally, on a day-to-day basis, I am proud to be in the military	<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>
k. If I left the military, I would feel like I had let my country down	<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>
l. I continue to serve in the military because leaving would require considerable sacrifice	<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>
m. I feel like being a member of the military can help me achieve what I want in life	<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>
n. One of the problems with leaving the military would be the lack of available alternatives	<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>
o. I am committed to making the military my career	<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>
p. Your Service's evaluation/selection system is effective in promoting its best members	<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>
q. You are proud to tell others that you are a member of your Service	<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>

BACKGROUND INFORMATION

23. Where is your permanent duty station located? *Mark one.*

- ☒ In one of the 50 states, DC, Puerto Rico, or a U.S. Territory or possession
- ☒ Europe (e.g., Bosnia-Herzegovina, Germany, Italy, Serbia, United Kingdom)
- ☒ Former Soviet Union (e.g., Russia, Tajikistan, Uzbekistan)
- ☒ East Asia and Pacific (e.g., Australia, Japan, Korea)
- ☒ North Africa, Near East or South Asia (e.g., Bahrain, Diego Garcia, Kuwait, Saudi Arabia)
- ☒ Sub-Saharan Africa (e.g., Kenya, South Africa)
- ☒ Western Hemisphere (e.g., Cuba, Honduras, Peru)
- ☒ Other or not sure

Please select from the list below your permanent duty station location within one of the 50 states, DC, Puerto Rico, a U.S. territory or possession.

YOUR MILITARY WORKPLACE

24. Where do you live at your permanent duty station? *Mark one.*

- ☒ Aboard ship
- ☒ Barracks/dorm/BEQ/UEPH/BOQ/UOPH military facility
- ☒ Military family housing, on base
- ☒ Military family housing, off base
- ☒ Privatized military housing that you rent on base
- ☒ Privatized military housing that you rent off base
- ☒ Civilian housing that you own or pay a mortgage on
- ☒ Civilian housing that you rent
- ☒ Other

25. Are you currently in a military work environment where members of your race/ethnicity are uncommon?

- ☒ Yes
- ☒ No

26. What is the paygrade of your immediate supervisor in your current military workgroup?

- ☒ E-4 or below
- ☒ E-5-E6
- ☒ E-7-E9
- ☒ W1-W5
- ☒ O1-O3
- ☒ O4 or above
- ☒ Civilian (GS/GM/WG/WL/WS/SES/Other)

27. What is the race/ethnic background of your immediate supervisor in your current military workgroup? *Mark one or more to describe his/her race/ethnicity?*

- ☒ White
- ☒ Black or African American
- ☒ American Indian or Alaska Native
- ☒ Asian (for example, Asian Indian, Chinese, Filipino, Japanese, Korean, or Vietnamese)
- ☒ Native Hawaiian or other Pacific Islander (for example, Samoan, Guamanian or Chamorro)
- ☒ Spanish/Hispanic/Latino

28. How much do you agree or disagree with the following statements about your supervisor? *Mark one answer for each statement.*

	Strongly disagree				
	Disagree				
	Neither agree nor disagree				
	Agree				
	Strongly agree				
a. You trust your supervisor.	<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>
b. Your supervisor ensures that all assigned personnel are treated fairly.	<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>
c. There is very little conflict between your supervisor and the people who report to him/her	<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>
d. Your supervisor evaluates your work performance fairly.....	<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>
e. Your supervisor assigns work fairly in your workgroup.	<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>
f. You are satisfied with the direction/supervision you receive.....	<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>

29. In your opinion, have you had a mentor while in the military?

- ☒ Yes, you have one now
- ☒ Yes, you had one, but you don't have one now
- ☒ No, but you would have liked one
- ☒ No, and you never wanted one
- ☒ Not sure, you do not know what a mentor is

30. How much do you agree or disagree with the following statements about the people you work with at your workplace? Mark one answer for each statement.

	Strongly disagree	Disagree	Neither agree nor disagree	Agree	Strongly agree
a. There is very little conflict among your coworkers.....	<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>
b. Your coworkers put in the effort required for their jobs.	<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>
c. The people in your workgroup tend to get along.	<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>
d. The people in your workgroup are willing to help each other.	<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>
e. You are satisfied with the relationships you have with your coworkers	<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>
f. You put more effort into your job than your coworkers do	<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>

31. How much do you agree or disagree with the following statements about the work you do at your workplace? Mark one answer for each statement.

	Strongly disagree	Disagree	Neither agree nor disagree	Agree	Strongly agree
a. Your work provides you with a sense of pride.....	<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>
b. Your work makes good use of your skills.	<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>
c. You like the kind of work you do.	<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>

	Strongly disagree	Disagree	Neither agree nor disagree	Agree	Strongly agree
d. Your job gives you the chance to acquire valuable skills.	<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>
e. You are satisfied with your job as a whole	<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>

32. How much do you agree or disagree with the following statements about your workplace? Mark one answer for each statement.

	Strongly disagree	Disagree	Neither agree nor disagree	Agree	Strongly agree
a. I know what is expected of me at work.....	<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>
b. I have the materials and equipment I need to do my work right.....	<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>
c. At work, I have the opportunity to do what I do best every day	<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>
d. In the last 7 days, I have received recognition or praise for doing good work	<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>
e. My supervisor, or someone at work, seems to care about me as a person	<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>
f. There is someone at work who encourages my development.....	<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>
g. At work, my opinions seem to count.....	<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>
h. The mission/purpose of my Service makes me feel my job is important	<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>
i. My coworkers are committed to doing quality work.....	<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>
j. I have a best friend at work.....	<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>
k. In the last 6 months, someone at work has talked to me about my progress	<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>
l. This last year, I have had opportunities at work to learn and to grow.....	<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>

	Strongly disagree					Disagree					Neither agree nor disagree					Agree					Strongly agree				
m. At my workplace, a person's job opportunities and promotions are based only on work-related characteristics.....	<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>					
n. My supervisor helps everyone in my workgroup feel included	<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>					
o. I trust my supervisor to deal fairly with issues of equal treatment at my workplace	<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>					
p. At my workplace, all employees are kept well informed about issues and decisions that affect them	<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>					

35. How much do you agree or disagree with the following statements about your unit? **Mark one answer for each statement.**

	Strongly disagree					Disagree					Neither agree nor disagree					Agree					Strongly agree				
a. Service members in your unit really care about each other	<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>					
b. Service members in your unit work well as a team	<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>					
c. Service members in your unit pull together to get the job done	<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>					
d. Service members in your unit trust each other.....	<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>					

READINESS

33. Overall, how well prepared...

	Very poorly prepared					Poorly prepared					Neither well nor poorly prepared					Well prepared					Very well prepared				
a. Are <u>you</u> to perform your wartime job?	<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>					
b. Is <u>your unit</u> to perform its wartime mission?	<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>					

34. How would you rate...

	Very low					Low					Moderate					High					Very high				
a. Your current level of morale?.....	<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>					
b. The current level of morale in your unit?	<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>					

STRESS, HEALTH, AND WELL-BEING

36. In the past month, how often have you...

	Very often					Often					Sometimes					Once or twice					Never				
a. Been upset because of something that happened unexpectedly?	<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>					
b. Felt that you were unable to control the important things in your life?	<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>					
c. Felt nervous and stressed?.....	<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>					
d. Felt confident about your ability to handle your personal problems?.....	<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>					
e. Felt that things were going your way?	<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>					
f. Found that you could not cope with all of the things you had to do?	<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>					
g. Been able to control irritations in your life?	<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>					
h. Felt that you were on top of things?.....	<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>					
i. Been angered because of things that were outside of your control?	<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>					

	Very often	Often	Sometimes	Once or twice	Never
j. Felt difficulties were piling up so high that you could not overcome them?	<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>

37. How true or false is each of the following statements for you? *Mark one answer for each statement.*

	Definitely true	Mostly true	Mostly false	Definitely false
a. I am as healthy as anybody I know	<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>
b. I seem to get sick a little easier than other people.....	<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>
c. I expect my health to get worse	<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>
d. My health is excellent.....	<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>

PERSONAL EXPERIENCES

In this part of the survey, you are asked how often you have experienced various incidents during the past 12 months. Please report only on the past 12 months so that annual rates can be estimated.

For each item a-o, mark one response for question 38 and one response for question 39.

38. Military personnel (on or off duty, on or off installation) and/or Service/DoD civilian employees

39. Civilians in the local community around an installation (on or off installation)

	38. Military personnel (on or off duty, on or off installation) and/or Service/DoD civilian employees					39. Civilians in the local community around an installation (on or off installation)				
	Never	Once or twice	Sometimes	Often	Very often	Never	Once or twice	Sometimes	Often	Very often
a. Made unwelcome attempts to draw you into an offensive discussion of racial/ethnic matters?	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
b. Told stories or jokes which were racist or depicted your race/ethnicity negatively?	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
c. Were condescending to you because of your race/ethnicity?	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
d. Put up or distributed materials (for example, pictures, leaflets, graffiti, music, stories) which were racist or showed your race/ethnicity negatively?	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
e. Displayed tattoos or wore distinctive clothes which were racist?	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
f. Did not include you in social activities because of your race/ethnicity?	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
g. Made you feel uncomfortable by hostile looks or stares because of your race/ethnicity?	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
h. Made offensive remarks about your appearance (for example, about skin color) because of your race/ethnicity?	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
i. Made remarks suggesting that people of your race/ethnicity are not suited for the kind of work you do?	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
j. Made other offensive remarks about your race/ethnicity (for example, referred to your race/ethnicity with an offensive name)?	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
k. Vandalized your property because of your race/ethnicity?	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
l. Made you feel threatened with retaliation if you did not go along with things that were racially/ethnically offensive to you?	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
m. Physically threatened or intimidated you because of your race/ethnicity?	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
n. Assaulted you physically because of your race/ethnicity?	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
o. Bothered or hurt any of your family in the ways listed above because of your or your family's race/ethnicity?	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>

40. During the past 12 months, did any of the following happen to you? If it did, do you believe your race/ethnicity was a factor? **Mark one answer for each statement.**

	No, or does not apply		
Yes, but my race/ethnicity was NOT a factor			
Yes, and my race/ethnicity was a factor			
a. You were rated lower than you deserved on your last evaluation.	<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>
b. Your last evaluation contained unjustified negative comments.	<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>
c. You were held to a higher performance standard than others.	<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>
d. You did not get an award or decoration given to others in similar circumstances.	<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>
e. Your current assignment has not made use of your job skills.	<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>
f. You were not able to attend a major school needed for your specialty.	<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>
g. You did not get to go to short (1- to 3- day) courses that would provide you with needed skills.	<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>
h. You received lower grades than you deserved in your training.	<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>
i. You did not get a job assignment that you wanted because of scores that you got on tests.	<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>
j. Your current assignment is not good for your career if you continue in the military.	<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>
k. You did not receive day-to-day, short-term tasks that would help you prepare for advancement.	<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>
l. You did not have a professional relationship with someone who advised (mentored) you on career development or advancement.	<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>
m. You did not learn <u>until it was too late</u> of opportunities that would help your career.	<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>
n. You were unable to get straight answers about your promotion possibilities.	<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>
o. You or your family were discriminated against when seeking non-government housing.	<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>
p. You or your family were made to feel unwelcome by a local business (for example, a store or restaurant)	<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>
q. You or your family did not get appropriate medical care.	<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>
r. You or your family got poorer military support service (for example, at commissaries, exchanges, clubs, and rec centers) than others did.	<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>
s. You were excluded by your peers from social activities.	<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>
t. Local civilian police harassed you or your family without cause.	<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>

	No, or does not apply		
Yes, but my race/ethnicity was NOT a factor			
Yes, and my race/ethnicity was a factor			
u. You or your family were watched more closely than others were by armed forces police.	<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>
v. You were taken to nonjudicial punishment or court martial when you should not have been.	<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>
w. You were punished for something that others did without being punished.	<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>
x. You were afraid for your or your family to go off the installation because of gang activity.	<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>
y. You were afraid for your or your family to go off the installation for other reasons.	<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>
z. You were afraid for your or your family because of gang activity on the installation.	<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>

41. Have you or your family had other bad, race/ethnic experiences during the past 12 months--experiences related to your job, an installation/ship, or a community around an installation?

☒ Yes (Please specify below)

☒ No

If you have had any other bad, race/ethnic experiences, please specify what happened and to whom.

42. Would you say that you and/or your family experienced racial/ethnic harassment or discrimination in what you said in the previous questions happened in the past 12 months? **Mark one.**

☒ Yes, racial/ethnic harassment

☒ Yes, racial/ethnic discrimination

☒ Yes, both racial/ethnic harassment and discrimination

☒ No, neither racial/ethnic discrimination nor harassment --> GO TO Question 44

☒ Does not apply, you did not mark anything in the previous questions that happened to you or your family because of race/ethnicity --> GO TO Question 71

43. Do you think that DoD and your Service have a responsibility to prevent the racial/ethnic harassment or discrimination which YOU MARKED AS HAPPENING TO YOU OR YOUR FAMILY? Mark one.

- ☒ No
- ☒ Yes, some of it
- ☒ Yes, all of it

ONE SITUATION OF RACE/ETHNIC-RELATED EXPERIENCES

Think about the situations you experienced during the past 12 months that involved the race/ethnic-related behaviors you marked as having happened to you or your family because of race/ethnicity. Pick one situation to tell us about in this section. That situation should be the event or set of related events during the past 12 months that bothered you most.

44. Which of the following best describe(s) the situation that during the past 12 months has bothered you most? Mark "Yes" or "No" for each item below that describes the situation you are going to tell us about in this section.

	Yes	No
a. Offensive Encounters with Military Personnel, DoD/Service Employees and/or Contractors (for example, race/ethnic-related speech, pictures/printed material, non-verbal looks, or dress that was offensive to you)	<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>
b. Harm or Threat of Harm from Military Personnel, DoD/Service Employees and/or Contractors (for example, your experience(s) of race/ethnic-related threats, intimidation, vandalism, or physical assault)	<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>
c. Assignment/Career Discrimination (for example, your experience(s) of racial/ethnic discrimination in assignments, daily tasks, availability of mentorship, access to information about career opportunities or promotion potential)	<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>
d. Evaluation Discrimination (for example, race/ethnic-motivated negative evaluations, differences in performance standards, and distribution of awards/decorations)	<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>
e. Undue Punishment (for example, your experience(s) of nonjudicial punishment, or additional punishment(s) because of your race/ethnicity)	<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>
f. Training/Testing Discrimination (for example, unfair training scores, and/or lack of access to schools/training because of your race/ethnicity)	<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>

	Yes	No
g. Offensive Encounters with Civilians Around Your Installation (for example, race/ethnic-related speech, pictures/printed material, non-verbal looks, or dress that was offensive to you)	<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>
h. Harm or Threat of Harm from Civilians Around Your Installation (for example, your experience(s) of race/ethnic-related threats, intimidation, vandalism, or physical assault)	<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>
i. Discrimination by Service Providers (for example, you or your family's experience(s) of race/ethnic-motivated poorer customer service in civilian/military stores, lack of access to non-governmental housing, and scrutiny from civilian/military police)	<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>
j. Safety Concerns (for example, your or your family's safety fears on- or off-installation of gang activity or safety fears motivated by other reasons)	<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>
k. Other Race/Ethnic-Related Experiences (for example, any other ways in which you or your family have been bothered/hurt by military personnel, DoD/Service employees and/or contractors, and/or civilians around your installation)	<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>

The remaining questions in this section refer to the one situation that had the greatest effect on you.

45. To what extent was this situation...

	Very large extent	Large extent	Moderate extent	Small extent	Not at all
a. Annoying?	<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>
b. Offensive?	<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>
c. Disturbing?	<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>
d. Threatening?	<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>
e. Disillusioning?	<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>

46. Who experienced this situation?

- ☒ Only I experienced it
- ☒ Only members of my family experienced it
- ☒ Both my family and I experienced it

47. Where and when did this situation occur?**Mark one answer for each item.**

	None of it	Some of it	Most of it	All of it
a. At a military installation	<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>
b. At your military work (the place where you perform your military duties)	<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>
c. During duty hours	<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>
d. In a work environment where members of your racial/ethnic background are uncommon	<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>
e. While you were deployed	<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>
f. In the local community around an installation	<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>
g. At your current permanent duty station	<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>

48. Do you know who did it?☒ Yes☒ No --> IF NO, THEN GO TO QUESTION 54**49. Did more than one person do it?**☒ Yes☒ No**50. What was the gender of the person(s)?**☒ Male☒ Female☒ Some were male and some were female**51. Do you know the race/ethnic background of the person(s) who did it?**☒ Yes☒ No --> IF NO, THEN GO TO QUESTION 53**52. What was the race/ethnic background of the person(s) who did it? Mark "Yes" or "No" for each.**

	Yes	No
a. White.....	<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>
b. Black or African American.....	<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>
c. American Indian or Alaska Native.....	<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>

	Yes	No
d. Asian (for example, Asian Indian, Chinese, Filipino, Japanese, Korean, or Vietnamese)	<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>
e. Native Hawaiian or other Pacific Islander (for example, Samoan, Guamanian or Chamorro)	<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>
f. Spanish/Hispanic/Latino	<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>

53. Was the person(s) who did it... Mark "Yes" or "No" for each.

	Yes	No
a. Your immediate supervisor?	<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>
b. Your unit commander?	<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>
c. Other military person(s) of higher rank/grade than you?	<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>
d. Your military coworker(s)?	<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>
e. Your military subordinate(s)?	<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>
f. Other military person(s)?	<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>
g. DoD/Service civilian employee(s)?	<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>
h. DoD/Service civilian contractor(s)?	<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>
i. Person(s) in the local community	<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>

54. During the course of the situation you have in mind, how often did the event(s) occur?☒ Once☒ Occasionally☒ Frequently**55. How long did this situation last, or if continuing, how long has it been going on?**☒ Less than 1 week☒ 1 week to less than 1 month☒ 1 month to less than 3 months☒ 3 months to less than 6 months☒ 6 months or more**56. As a result of the situation, did you...**

	Yes	No
a. Try to avoid the person(s) who bothered you?	<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>
b. Try to forget it?	<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>

	Yes	No
c. Tell the person(s) to stop?	<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>
d. Ask someone else to speak to the person(s) for you?	<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>
e. Settle it yourself physically?	<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>
f. Act as though it did not bother you?	<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>
g. Request a transfer?	<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>
h. Think about getting out of your Service?	<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>
i. Accomplish less than you would like at work?	<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>

57. Did the situation involve only civilians in the local community around an installation?

- ☒ Yes
☒ No

58. Did you report the situation to any civilian community officials, offices, or courts?

- ☒ Yes, and it made things better
☒ Yes, but it made no difference
☒ Yes, and it made things worse
☒ Yes, but it is too soon to tell if it will make things better or worse
☒ No, I did not report it to a civilian official

59. Did you discuss/report this situation to any installation/Service/DoD individuals or organizations?

- ☒ Yes, made a formal report
☒ Yes, made an informal report
☒ No --> IF NO, THEN GO TO QUESTION 68

60. Did you report this situation to any of the following installation/Service/DoD individuals or organizations? *Please mark one answer for each.*

	Yes, and it made things better	Yes, but it made no difference	Yes, and it made things worse	Yes, but it is too soon to tell if it will make things better or worse	No, I did not report it to a civilian official
a. Your immediate supervisor	<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>
b. Someone else in your chain-of-command	<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>

	Yes, and it made things better	Yes, but it made no difference	Yes, and it made things worse	Yes, but it is too soon to tell if it will make things better or worse	No, I did not report it to a civilian official
c. Someone in the chain-of-command of the person(s) who did it	<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>
d. Special military office responsible for handling these kinds of complaints (for example, Military Equal Opportunity or Civil Rights Office)	<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>
e. Other person or office with responsibility for follow-up	<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>

61. What actions were taken in response to your report? *Mark "Yes," "No," or "Don't know" for each.*

	Yes	No	Don't know
a. Person(s) who bothered you was/were talked to about the behavior	<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>
b. Your complaint was/is being investigated	<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>
c. The situation was resolved informally	<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>
d. The rules on discrimination and harassment were explained to everyone in the unit/office/place where the problem had occurred	<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>
e. You were encouraged to drop the complaint	<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>
f. Your complaint was discounted or not taken seriously	<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>
g. Members of your chain of command were hostile towards you	<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>
h. Your coworkers were hostile towards you	<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>
i. No action was taken	<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>
j. You do not know what action was taken	<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>

62. How satisfied are you with the following aspects of the reporting process? **Mark one answer for each item.**

	Very dissatisfied	Dissatisfied	Neither satisfied nor dissatisfied	Satisfied	Very satisfied
a. Availability of information about how to file a complaint	<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>
b. Treatment by personnel handling your complaint	<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>
c. Amount of time it took/is taking to resolve your complaint	<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>
d. How well you were/are kept informed about the progress of your complaint.....	<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>
e. Degree to which your privacy was/is being protected	<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>

63. Do you feel that your chances of having a successful military career will be affected by making this report?

- ☒ Yes, your chances will be improved
☒ Yes, your chances will be worse
☒ No, your career will not be affected

64. Was your complaint found to be true?

- ☒ Yes
☒ No
☒ They were unable to determine whether your complaint was true or not.
☒ Does not apply, the action is still being processed --> IF DOES NOT APPLY, THEN GO TO QUESTION 67

65. What was the outcome of your complaint? **Mark "Yes," "No," or "Don't know" for each.**

	Don't know	No	Yes
a. The outcome of your complaint was explained to you.....	<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>
b. The situation was corrected	<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>
c. Some action was taken against the person(s) who bothered you	<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>

	Don't know	No	Yes
d. Nothing was done about the complaint	<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>
e. Action was taken against you	<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>

66. How satisfied were you with the outcome of your complaint?

- ☒ Very satisfied
☒ Satisfied
☒ Neither satisfied nor dissatisfied
☒ Dissatisfied
☒ Very dissatisfied

67. Did you report all of the behaviors you experienced to one of the installation/Service/DoD individuals or organizations?

- ☒ Yes --> IF YES, THEN GO TO QUESTION 69
☒ No

68. What were your reasons for not reporting behaviors to any of the installation/Service/DoD individuals or organizations? **Mark "Yes" or "No" for each.**

	Yes	No
a. Was not important enough to report	<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>
b. You did not know how to report	<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>
c. You felt uncomfortable making a report.....	<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>
d. You took care of the problem yourself	<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>
e. You did not think anything would be done	<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>
f. You thought you would not be believed.....	<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>
g. You thought reporting would take too much time and effort.....	<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>
h. You thought you would be labeled a troublemaker	<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>
i. You thought it would make your work situation unpleasant	<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>
j. You thought your performance evaluation or chance for promotion would suffer	<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>
k. You were afraid of retaliation/reprisals from the person(s) who did it or from their friends.....	<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>
l. You were afraid of retaliation/reprisals from your chain-of-command.....	<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>
m. You did not know the identity of the person(s) who did it	<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>

69. Did any of the following things happen in response to how you handled the situation?

Mark "Yes," "No," or "Don't know" for each.

	Don't know		
	No		
	Yes		
a. You were ignored or shunned by others at work	<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>
b. You were blamed for the situation	<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>
c. You were given less favorable job duties	<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>
d. You were denied an opportunity for training.....	<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>
e. You were given an unfair job performance appraisal	<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>
f. You were denied a promotion	<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>
g. You were transferred to a less desirable job	<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>

70. Do you consider ANY of the things which YOU MARKED AS HAPPENING TO YOU in response to how you handled the situation to have been retaliation for reporting your experience?

☒ Yes

☒ No

☒ Don't know

☒ Does not apply, I did not report my experience or none of the things listed above happened to me

PERSONNEL POLICY AND PRACTICES

71. Please give your opinion about whether the persons below make honest and reasonable efforts to stop racial/ethnic discrimination and harassment, regardless of what is said officially. Mark "Yes," "No," or "Don't know" for each.

	Don't know		
	No		
	Yes		
a. Senior leadership of my Service	<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>
b. Senior leadership of my installation/ship	<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>
c. My immediate supervisor	<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>

72. Has the military paid too much or too little attention to racial/ethnic discrimination and harassment during the past several years?

☒ Too much attention

☒ The right amount of attention

☒ Too little attention

73. In your workgroup, to what extent...

	Very large extent				
	Large extent				
	Moderate extent				
	Small extent				
	Not at all				
a. Would members of your workgroup feel free to report racial/ethnic discrimination and harassment without fear of reprisals?	<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>
b. Would complaints about racial/ethnic discrimination and harassment be taken seriously?	<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>
c. Would people be able to get away with racial/ethnic discrimination or harassment?	<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>
d. Are policies forbidding racial/ethnic discrimination and harassment publicized?	<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>
e. Are complaint procedures related to racial/ethnic discrimination and harassment publicized?	<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>

74. At your current duty station, would you know how to report experiences of race/ethnic harassment and/or discrimination?

☒ Yes

☒ No

75. At your installation/ship, to what extent...

	Very large extent				
	Large extent				
	Moderate extent				
	Small extent				
	Not at all				
a. Would Service members feel free to report racial/ethnic discrimination and harassment without fear of reprisals?	<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>
b. Would complaints about racial/ethnic discrimination and harassment be taken seriously?	<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>
c. Would people be able to get away with racial/ethnic discrimination or harassment?	<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>
d. Are policies forbidding racial/ethnic discrimination and harassment publicized?	<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>
e. Are complaint procedures related to racial/ethnic discrimination and harassment publicized?	<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>
f. Do people feel free to sit wherever they choose in dining halls regardless of race/ethnicity?	<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>
g. Do people feel free to use any recreation facilities regardless of race/ethnicity?	<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>
h. Are racist/extremist organizations or activities a problem?	<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>
i. Are hate crimes/activities a problem?	<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>
j. Are gang activities a problem?	<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>
k. Are racist/extremist organizations or activities a problem in the local community around your installation?	<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>
l. Are hate groups/extremist activities a problem in the local community around your installation?	<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>

76. To what extent...

	Very large extent				
	Large extent				
	Moderate extent				
	Small extent				
	Not at all				
a. Do you feel uneasy being around people who are of race/ethnic backgrounds different from yours?	<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>
b. Have you felt pressure from Service members who are of your race/ethnicity not to socialize with members of other race/ethnic groups?	<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>
c. Do you feel comfortable interacting with people from different race/ethnic groups?	<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>

77. Have you tried to avoid an assignment in the military because you thought you might be subjected to racial/ethnic harassment or discrimination... Mark "Yes" or "No" for each.

	No	
	Yes	
a. At a Command or on an installation/ship?	<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>
b. In the local community around an installation?	<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>

78. During the past 12 months, have you been involved in a racial confrontation...

	Yes, and I have seen it happen to others				
	Yes, but I have NOT seen it happen to others				
	No, but I have seen it happen to others				
	No, and I have NOT seen it happen to others				
a. On your installation/ship?	<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>
b. In the local community around your installation?	<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>

79. To what extent are race relations good... Mark one answer for each statement.

	Very large extent	Large extent	Moderate extent	Small extent	Not at all
a. In your workgroup?	<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>
b. At your installation/ship?	<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>
c. In your Service?	<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>
d. In the local community around your installation?	<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>

TRAINING

80. Have you had any training from military sources during the past 12 months on topics related to racial/ethnic discrimination and harassment?

☒ Yes

☒ No --> IF NO, THEN GO TO QUESTION 84

81. In the past 12 months, how many times have you had training from military sources on topics related to racial/ethnic discrimination and harassment? To indicate nine or more, enter "9".

Times

82. My Service's training... Mark the extent to which you agree or disagree with each of the following statements.

	Strongly disagree	Disagree	Neither agree nor disagree	Agree	Strongly agree
a. Provides a good understanding of what words and actions are considered racial/ethnic discrimination and harassment.	<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>

	Strongly disagree	Disagree	Neither agree nor disagree	Agree	Strongly agree
b. Teaches that racial/ethnic discrimination and harassment reduces the cohesion and effectiveness of your Service as a whole.	<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>
c. Identifies behaviors that are offensive to others and should not be tolerated.	<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>
d. Gives useful tools for dealing with racial/ethnic discrimination and harassment.	<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>
e. Explains the process for reporting racial/ethnic discrimination and harassment.	<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>
f. Makes you feel it is safe to complain about offensive, race/ethnic-related situations.	<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>
g. Promotes cross-cultural awareness.	<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>
h. Provides information about policies, procedures, and consequences of racial/ethnic discrimination and harassment.	<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>
i. Provides information on your Service's policies on participation in hate groups/gangs/extremist activities.	<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>
j. Promotes religious tolerance.	<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>

83. In your opinion, how effective was the training you received in actually reducing/preventing behaviors which might be seen as racial/ethnic discrimination and harassment?

☒ Very effective

☒ Moderately effective

☒ Slightly effective

☒ Not at all effective

MILITARY/CIVILIAN COMPARISONS

84. How do the opportunities/conditions for people of your race/ethnic background in the military compare to opportunities/conditions you would have in the civilian world?

	Much better as a civilian					Better as a civilian					No difference					Better in the military					Much better in the military				
a. Promotion opportunities.....	<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>					
b. Pay and benefits.....	<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>					
c. Fair performance evaluations.....	<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>					
d. Education and training opportunities.....	<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>					
e. Quality of life.....	<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>					
f. Fair administration of criminal justice.....	<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>					
g. Chance to show pride in yourself.....	<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>					
h. Chance to show pride in your race/ethnic group.....	<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>					
i. Freedom from harassment.....	<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>					
j. Freedom from discrimination.....	<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>					
k. Freedom from extremism/hate crimes.....	<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>					
l. Race/ethnic relations overall.....	<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>					

85. Do you have friends of a different race/ethnicity with whom you socialize in your home/quarters?

☒ Yes
☒ No

86. Do you have close personal friends who are of a different race/ethnicity than yours?

☒ Yes
☒ No

87. Compared to right before you entered the military, do you have more or fewer close personal friends who are of a race/ethnicity different from yours?

☒ More now
☒ About the same
☒ Fewer now

88. In your opinion, have race/ethnic relations in our nation gotten better or worse over the last 5 years?

☒ Better today
☒ About the same as 5 years ago
☒ Worse today

89. In your opinion, have opportunities in our nation gotten better or worse over the last 5 years for...

	Much worse					Worse					Neither better nor worse					Better					Much better				
a. Blacks or African Americans.....	<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>					
b. American Indians or Alaska Natives.....	<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>					
c. Asians, Native Hawaiians or Pacific Islanders.....	<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>					
d. Spanish/Hispanic/Latinos.....	<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>					
e. Arab Americans.....	<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>					
f. Whites.....	<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>					
g. Muslims.....	<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>					

90. In your opinion, how often does racial/ethnic discrimination and harassment occur in the military now, as compared with a few years ago?

☒ Don't know, you have been in the military less than 5 years --> IF DON'T KNOW, GO TO QUESTION 93
☒ Much less often
☒ Less often
☒ About the same
☒ More often
☒ Much more often

91. In your opinion, have race/ethnic relations in the military gotten better or worse over the last 5 years?

- ☒ Better today
- ☒ About the same as 5 years ago
- ☒ Worse today

92. In your opinion, have opportunities in the military gotten better or worse over the last 5 years for...

	Much worse				
	Worse				
	Neither better nor worse				
	Better				
	Much better				
a. Blacks or African Americans.....	<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>
b. American Indians or Alaska Natives.....	<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>
c. Asians, Native Hawaiians or Pacific Islanders	<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>
d. Spanish/Hispanic/Latinos	<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>
e. Arab Americans	<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>
f. Whites.....	<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>
g. Muslims	<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>

94. If you have comments or concerns that you were not able to express in answering this survey, please enter them in the space provided. Any comments you make on this questionnaire will be kept confidential, and no follow-up action will be taken in response to any specifics reported. If you want to report a harassment problem, information about how to do so is available through your Equal Opportunity or Civil Rights Office.

TAKING THE SURVEY

93. Thank you for participating in the Workplace and Equal Opportunity Survey of Active-Duty Members. If you would like to receive a message advising you of when and where the results will be available, please provide your E-mail address. Your address will only be used for this purpose.

REPORT DOCUMENTATION PAGE					<i>Form Approved OMB No. 0704-0188</i>	
<small>The public reporting burden for this collection of information is estimated to average 1 hour per response, including the time for reviewing instructions, searching existing data sources, gathering and maintaining the data needed, and completing and reviewing the collection of information. Send comments regarding this burden estimate or any other aspect of this collection of information, including suggestions for reducing the burden, to Department of Defense, Washington Headquarters Services, Directorate for Information Operations and Reports (0704-0188), 1215 Jefferson Davis Highway, Suite 1204, Arlington, VA 22202-4302. Respondents should be aware that notwithstanding any other provision of law, no person shall be subject to any penalty for failing to comply with a collection of information if it does not display a currently valid OMB control number.</small>						
PLEASE DO NOT RETURN YOUR FORM TO THE ABOVE ADDRESS.						
1. REPORT DATE (DD-MM-YYYY)		2. REPORT TYPE			3. DATES COVERED (From - To)	
4. TITLE AND SUBTITLE				5a. CONTRACT NUMBER		
				5b. GRANT NUMBER		
				5c. PROGRAM ELEMENT NUMBER		
6. AUTHOR(S)				5d. PROJECT NUMBER		
				5e. TASK NUMBER		
				5f. WORK UNIT NUMBER		
7. PERFORMING ORGANIZATION NAME(S) AND ADDRESS(ES)					8. PERFORMING ORGANIZATION REPORT NUMBER	
9. SPONSORING/MONITORING AGENCY NAME(S) AND ADDRESS(ES)					10. SPONSOR/MONITOR'S ACRONYM(S)	
					11. SPONSOR/MONITOR'S REPORT NUMBER(S)	
12. DISTRIBUTION/AVAILABILITY STATEMENT						
13. SUPPLEMENTARY NOTES						
14. ABSTRACT						
15. SUBJECT TERMS						
16. SECURITY CLASSIFICATION OF:			17. LIMITATION OF ABSTRACT	18. NUMBER OF PAGES	19a. NAME OF RESPONSIBLE PERSON	
a. REPORT	b. ABSTRACT	c. THIS PAGE			19b. TELEPHONE NUMBER (Include area code)	

INSTRUCTIONS FOR COMPLETING SF 298

1. REPORT DATE. Full publication date, including day, month, if available. Must cite at least the year and be Year 2000 compliant, e.g. 30-06-1998; xx-06-1998; xx-xx-1998.

2. REPORT TYPE. State the type of report, such as final, technical, interim, memorandum, master's thesis, progress, quarterly, research, special, group study, etc.

3. DATES COVERED. Indicate the time during which the work was performed and the report was written, e.g., Jun 1997 - Jun 1998; 1-10 Jun 1996; May - Nov 1998; Nov 1998.

4. TITLE. Enter title and subtitle with volume number and part number, if applicable. On classified documents, enter the title classification in parentheses.

5a. CONTRACT NUMBER. Enter all contract numbers as they appear in the report, e.g. F33615-86-C-5169.

5b. GRANT NUMBER. Enter all grant numbers as they appear in the report, e.g. AFOSR-82-1234.

5c. PROGRAM ELEMENT NUMBER. Enter all program element numbers as they appear in the report, e.g. 61101A.

5d. PROJECT NUMBER. Enter all project numbers as they appear in the report, e.g. 1F665702D1257; ILIR.

5e. TASK NUMBER. Enter all task numbers as they appear in the report, e.g. 05; RF0330201; T4112.

5f. WORK UNIT NUMBER. Enter all work unit numbers as they appear in the report, e.g. 001; AFAPL30480105.

6. AUTHOR(S). Enter name(s) of person(s) responsible for writing the report, performing the research, or credited with the content of the report. The form of entry is the last name, first name, middle initial, and additional qualifiers separated by commas, e.g. Smith, Richard, J, Jr.

7. PERFORMING ORGANIZATION NAME(S) AND ADDRESS(ES). Self-explanatory.

8. PERFORMING ORGANIZATION REPORT NUMBER. Enter all unique alphanumeric report numbers assigned by the performing organization, e.g. BRL-1234; AFWL-TR-85-4017-Vol-21-PT-2.

9. SPONSORING/MONITORING AGENCY NAME(S) AND ADDRESS(ES). Enter the name and address of the organization(s) financially responsible for and monitoring the work.

10. SPONSOR/MONITOR'S ACRONYM(S). Enter, if available, e.g. BRL, ARDEC, NADC.

11. SPONSOR/MONITOR'S REPORT NUMBER(S). Enter report number as assigned by the sponsoring/monitoring agency, if available, e.g. BRL-TR-829; -215.

12. DISTRIBUTION/AVAILABILITY STATEMENT. Use agency-mandated availability statements to indicate the public availability or distribution limitations of the report. If additional limitations/ restrictions or special markings are indicated, follow agency authorization procedures, e.g. RD/FRD, PROPIN, ITAR, etc. Include copyright information.

13. SUPPLEMENTARY NOTES. Enter information not included elsewhere such as: prepared in cooperation with; translation of; report supersedes; old edition number, etc.

14. ABSTRACT. A brief (approximately 200 words) factual summary of the most significant information.

15. SUBJECT TERMS. Key words or phrases identifying major concepts in the report.

16. SECURITY CLASSIFICATION. Enter security classification in accordance with security classification regulations, e.g. U, C, S, etc. If this form contains classified information, stamp classification level on the top and bottom of this page.

17. LIMITATION OF ABSTRACT. This block must be completed to assign a distribution limitation to the abstract. Enter UU (Unclassified Unlimited) or SAR (Same as Report). An entry in this block is necessary if the abstract is to be limited.

